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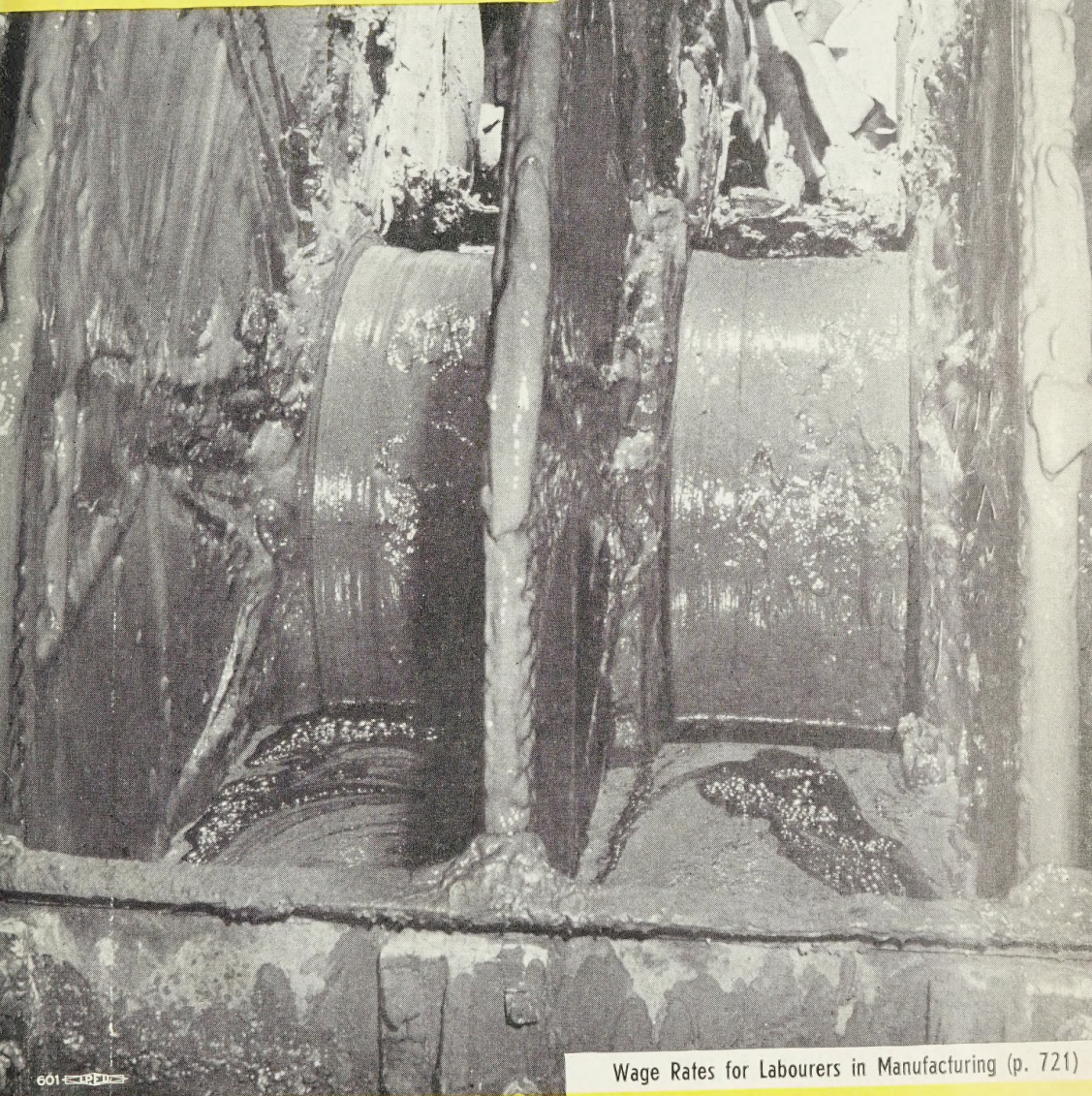
# LABOUR GAZETTE

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Wage Rates for Labourers in Manufacturing (p. 721)

Published Monthly by the  
DEPARTMENT OF LABOUR  
CANADA

Vol. LVIII

JULY 31,

No. 7

1958



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

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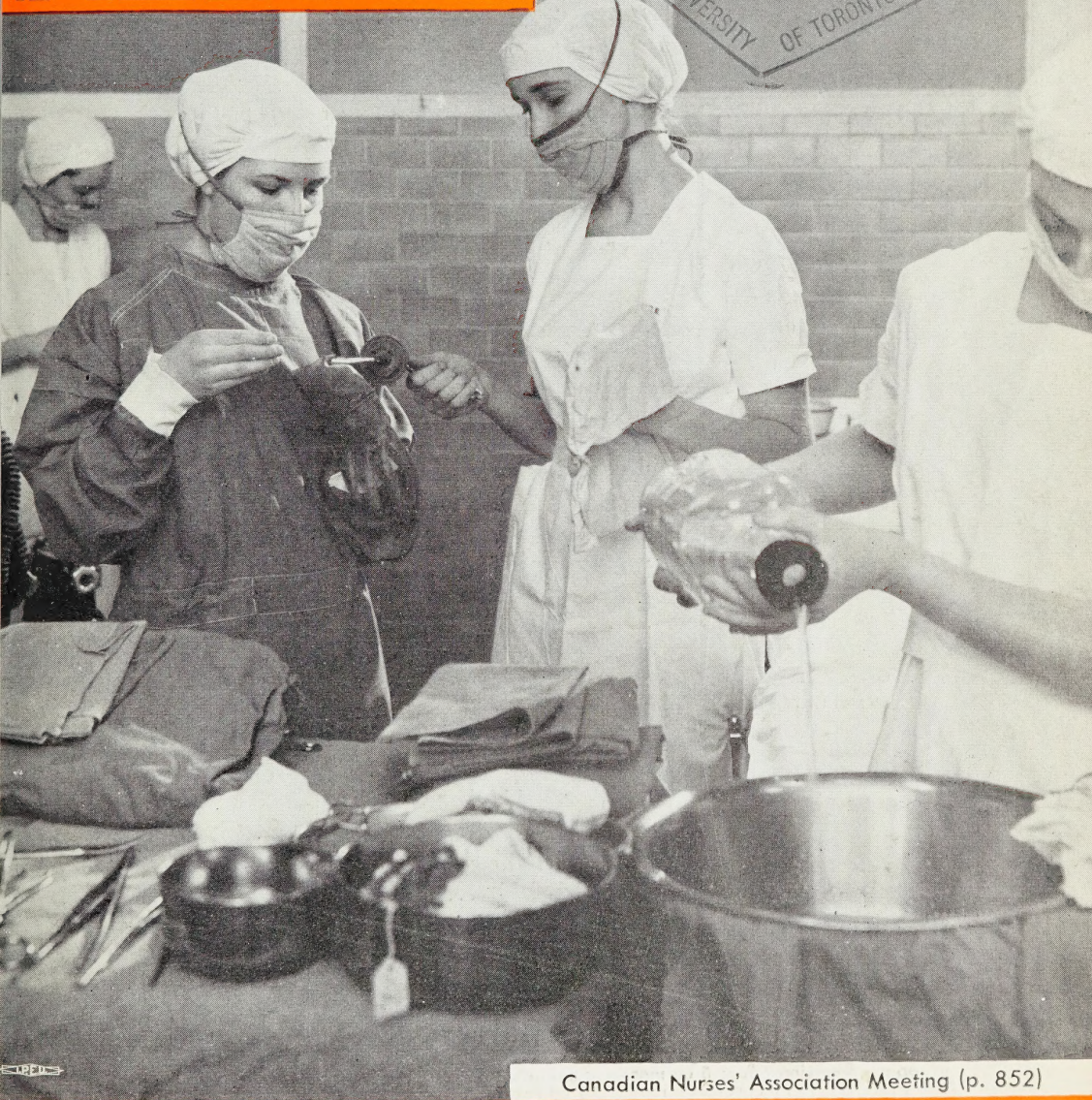
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# THE LABOUR GAZETTE



Canadian Nurses' Association Meeting (p. 852)

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THE

# LABOUR GAZETTE



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601-12345

Working Conditions, Office and Plant Employees (p. 1049)

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SEPTEMBER 30, 1958

Vol. LVIII

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# THE LABOUR GAZETTE



Technological Change in Household Appliance Industry (p. 1110)

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# LABOUR GAZETTE

Tenth Anniversary,  
Universal Declaration  
of Human Rights

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## THE UNIVERSAL DECLARATION of Human Rights

recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of justice and peace in the world,

disregard and contempt for human rights have resulted in various acts which have outraged the conscience of mankind and the highest aspiration of the people of all nations,

it is essential, if man is not to revert to barbarism, that he should be protected by a common standard of rights, and

it is essential to promote the well-being of the peoples of the world in person and in the

determined to promote social progress and better standards of life in larger freedom.

Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms.



## DÉCLARATION UNIVERSELLE DES Droits DE L'Homme

que la reconnaissance de la dignité inhérente à tous les membres de la famille humaine et de leurs droits égaux constitue le fondement de la liberté, de la justice et de la paix dans le monde,

que la méconnaissance et le mépris des droits de l'homme ont conduit à des actes de barbarie qui révoltent la conscience de l'humanité et que l'avènement d'un monde où les hommes soient libres de parler et de croire, libère de la terreur

des droits des hommes et des femmes, et qu'il est nécessaire de déclarer ces droits afin de favoriser le progrès social et d'instaurer dans une liberté plus grande,

que les États Membres se sont engagés à assurer, en co-operation avec l'Organisation des Nations Unies, le respect universel et effectif des droits et libertés fondamentales,

qu'un cadre commun de droits et libertés est nécessaire pour promouvoir cet engagement.

## DECLARACION UNIVERSAL DE Derechos del Hombre

que la libertad, la justicia y la paz en el mundo tienen por base el reconocimiento de la dignidad intrínseca y de los derechos iguales de todos los miembros de la familia humana;

de hombres y mujeres, y se han declarado resueltos a promover el progreso social y a elevar el nivel de vida dentro de un concepto más amplio de la libertad.

## ВСЕОБЩАЯ ДЕКЛАРАЦИЯ ПРАВ ЧЕЛОВЕКА

признавая, что признанные достоинства, присущие человеческой семье, и равные и неотчуждаемые права являются основой, справедливости и прочного мира; и учитывая, что пренебрежение и попрание прав человека и основных свобод, которые возмущают совесть, и что создание такого мира, в котором люди будут свободны и будут свободны от

принимая во внимание, что государство обязано обеспечивать, в сотрудничестве с Организацией Объединенных Наций, всеобщее уважение и соблюдение прав человека и основных свобод; и принимая во внимание, что всеобщее понимание характера этих прав и свобод имеет огромное значение для полного выполнения этого обязательства;

la dignité humaine et complètes, s'il y lieu, pour la pratique sociale.

Toute personne a le droit de fonder avec d'autres et d'adhérer à des syndicats pour la défense de ses intérêts.

ARTICLE 21 - Toute personne a droit au travail, au repos, à une limitation raisonnable de la durée du travail et à des vacances payées périodiques.

ARTICLE 22 - Toute personne a droit à la sécurité sociale et à l'assurance de son bien-être et de celui de sa famille. L'élémentaire, l'indispensable, la légitime, si que pour les services sociaux nécessaires en cas de chômage, de maladie, d'invalidité, de veilles, de vieillesse ou dans les autres cas de perte de la subsistance par suite de circonstances indépendantes de sa volonté et l'enfance ont droit à une aide spéciale. Tous les enfants, qu'ils soient naturels ou adoptés, jouissent de la même protection.



世 界 宣 言  
人 權

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Vol. LVIII

No. 11

NOVEMBER 29, 1958

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# THE LABOUR GAZETTE



Vocational Training Advisory Council (p. 1354)

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# CURRENT

JULY 15, 1958

## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

EMPLOYMENT INCREASED more moderately during June following the strong gains of the two previous months. Total estimated employment at June 21 was 5,794,000, some 129,000 higher than the previous month but 40,000 lower than June last year. The employment decline from a year ago was confined to males; female employment showed a gain of 2.4 per cent.

Weakness in non-agricultural industry in Ontario and British Columbia was largely responsible for the relatively small gain in June. In Ontario, automobile plants in Windsor and Oakville, nearing the end of the production year, laid off substantial numbers of workers for short periods. These production cutbacks and others in supplying industries partly offset a strong recovery in construction. On the west coast the seasonal upswing was retarded by a combination of industrial disputes, unfavourable weather conditions, and continued weakness in some manufacturing industries.

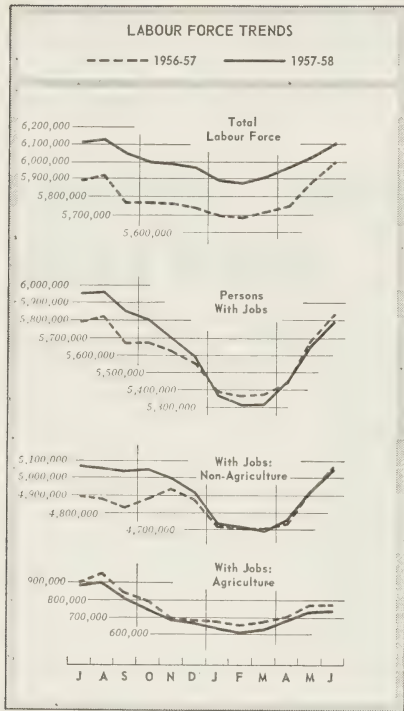
Manpower requirements during June reduced the level of unemployment, although it was still much higher than it has ever been at this time of year. The number of persons without jobs and seeking work, some 320,000, was 5.2 per cent of the labour force, compared with 2.7 per cent a year earlier.

Strong advances in forestry and construction accounted for 60 per cent of the employment gain in June. Construction employment reached almost 500,000, about 30,000 higher than a year earlier. The recovery in this industry has largely been stimulated by a record-breaking housebuilding program. The year-to-year increase in new housing units started was smaller in June than in the preceding months; the six-month total, however, is 66 per cent higher than the comparable 1957 figure. Activity in non-residential construction, on the other hand, was still lagging behind last year's level.

Forestry employment recovered from an unusually low level in April and May, mainly as a result of hiring for pulpwood cutting in Quebec and the Atlantic provinces. Some 28,000 workers were added to payrolls in June, bringing the industry estimate to 96,000, about 10 per cent lower than a year earlier. Because of continued slackness in pulp and paper production,

<b>A</b>	<b>Monthly</b>	<b>Labour</b>	<b>Gazette</b>	<b>Feature</b>
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reduced rates of pulp cutting are expected to prevail at least through the summer months.

Manufacturing employment continued to advance at a relatively slow pace with considerable divergence among component industry groups. One of the dominant features was the continued slackness in automobile production, which was down 7 per cent from a year earlier in June and 19 per cent in the first six months.

The upsurge in residential construction has been reflected in production and employment increases in the manufacture of construction materials, plumbing fixtures and heating equipment, but not as yet to any great extent in appliance sales. Producers of heavy electrical apparatus and machinery reported no improvement during the second quarter, with order backlogs still decreasing at mid-year. Steel production, though lower than a year earlier, held up relatively well during the month.

## Labour Force Developments

The sharp reduction in immigration this year has had its expected effect on the growth of the labour force. Except for a temporary upsurge in March and April, the labour force, seasonally adjusted, has shown little change since last fall. The actual figure for June (6,114,000) was only 2 per cent higher than a year earlier, compared with increases close to 4 per cent for most of last year.

Although the increase in the labour force will almost certainly continue to be smaller than it was last year, several factors are exerting a long-term upward pressure on the growth rate. One of the more important of these is the changing age distribution of the population, which is bringing an increasing number of young persons into the labour market. A recent population projection has shown that the size of the 14-19 age group, after remaining virtually unchanged in the previous 20 years, may increase by as much as 52 per cent between 1955 and 1965. The year-to-year increase of this age group reached 5 per cent in 1957, dropping slightly in the first half of 1958.

Since large numbers of experienced workers are still unemployed, opportunities for the young and inexperienced have been relatively scarce this year. The lack of demand has been only partially reflected in the unemployment rate. The participation rate (i.e., the number working and looking for work as a proportion of the population of working age) has also dropped sharply, so much so that the labour force in this age group was smaller in June 1958 than a year earlier. This is only partly the continuation of a long-term trend (the participation rate of the 14-19 age group has been declining steadily



for many years). The size of the drop suggests that there is hidden unemployment in this age group, and that more would be working or seeking work if job opportunities were more plentiful.

### LABOUR FORCE CHARACTERISTICS

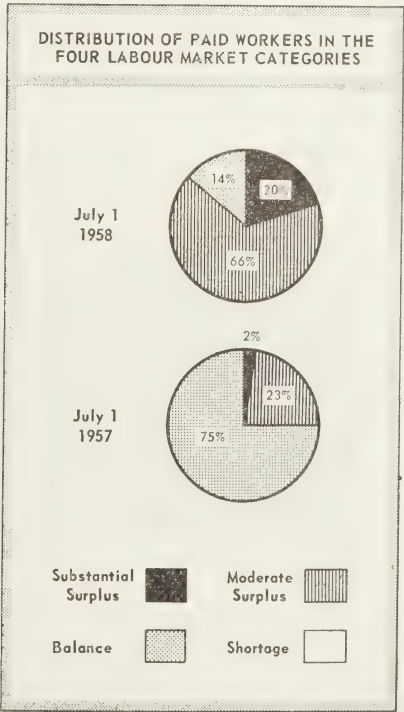
Selected Age Groups  
(Thousands of persons aged 14 and over)

		June 1957	June 1958	Percentage Change
Civilian non-institutional population.....	All ages	11,012	11,253	+ 2.2
	14-19	1,446	1,511	+ 4.5
Labour Force.....	All ages	5,996	6,114	+ 2.0
	14-19	608	600	- 1.3
Participation Rate.....	All ages	54.4	54.3	—
	14-19	42.0	39.7	—
Without Jobs and Seeking Work.....	All ages	162	320	+97.5
	14-19	44	70	+59.1
Without Jobs and Seeking Work as a Percentage of Labour Force.....	All ages	2.7	5.2	—
	14-19	7.2	11.7	—

## Industrial Employment Trends

Almost all of the industries in which employment declined in the last half of 1957 have shown some improvement since the turn of the year. The increase in manufacturing has been small and in mid-June employment was about 4 per cent lower than a year before. Forestry employment has increased more than seasonally in recent months after declining sharply last winter. Construction employment has shown a similar sharp increase; in the two months April to June it rose by 132,000, compared with a rise of 86,000 in the same period last year. This gain more than made up for earlier losses, so that in June construction employment was 7 per cent higher than a year ago.

Employment was maintained during the first half of 1958 at a higher level than last year in all of the distribution and service industries except transportation. Community and public services showed further employment expansion, marking a continuation of the long-term growth pattern that has featured the industry throughout the postwar period. Employment in trade was 2 per cent higher than last year, and utilities, finance and insurance showed modest year-to-year advances. In transportation, employment was about 2 per cent lower during the first half of 1958 than it was last year.



The current slowdown in activity in the transportation industry can be attributed largely to a decline in freight shipments, particularly of rail cargo. As early as February 1957 railway carloadings showed a decline. Since then, the total number of cars loaded with revenue freight has decreased, on a seasonally adjusted basis, by 9 per cent. Reflecting this decline, employment in steam railways, seasonally adjusted, fell by 11 per cent during the same period. Total transportation employment held up fairly well until early in 1958 as a result of conflicting trends in the industry last year.

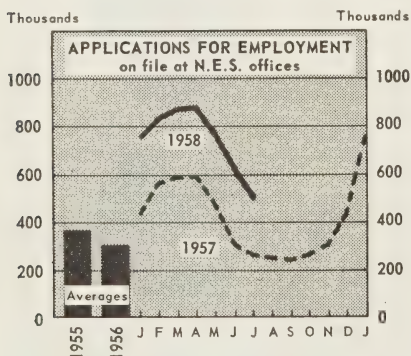
In truck transportation employment expanded steadily throughout 1957, offsetting losses in steam railways. Water transportation showed an irregular trend throughout the year so that the average level of employment was only slightly lower than in the previous year. In the first half of 1958 employment contractions occurred in all three major sectors of transportation. From January to May an over-all decline of 2.2 per cent, seasonally adjusted, was recorded.

The more rapid decline in rail transportation can be attributed in part to a sharp drop in foreign trade during the period under review. In the last quarter of 1956 and the first quarter of 1957 exports declined markedly as a result of reduced foreign demand for lumber products. Exports of grain increased during the summer of 1957, making up for much of the loss in forestry trade, but since the end of the year exports of a number of bulk products have shown declines, particularly grain and grain products, newsprint, woodpulp and lumber.

A decline in imports has had an even more pronounced effect on activity in the rail transportation industry. After reaching a record high level late in 1956 the volume of imports has declined steadily; a drop of 6 per cent has been recorded since mid-summer of 1957. In 1956 capital goods figured largely in the volume of imports. Since then, imports of capital goods have fallen sharply owing to a slowdown in the rate of plant expansion in Canada.

Employment in truck transportation held up fairly well in the first half of 1958. A moderate employment decline was recorded during

the first quarter but by May there were definite signs of a recovery. While this industry is still small in relation to total transportation employment, it has grown rapidly since the end of the war. In the decade 1947-57 employment in the trucking industry more than doubled. By 1957 it accounted for 8.5 per cent of total employment in the transportation industry, compared with 4.8 per cent 10 years earlier.





# Current Labour Statistics

(Latest available statistics as of July 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 21	6,114,000	+ 1.4	+ 2.0
Total persons with jobs.....	June 21	5,794,000	+ 2.3	- 0.7
At work 35 hours or more.....	June 21	5,125,000	+44.3	- 2.3
At work less than 35 hours.....	June 21	501,000(d)	-74.6	+ 21.3
With jobs but not at work.....	June 21	168,000	+19.1	- 5.1
With jobs but on short time.....	June 21	49,000	+ 8.9	+ 32.4
With jobs but laid off full week.....	June 21	15,000	-21.1	+ 36.4
Persons without jobs and seeking work.....	June 21	320,000	-12.6	+ 97.5
Persons with jobs in agriculture.....	June 21	740,000	+ 0.1	- 4.4
Persons with jobs in non-agriculture.....	June 21	5,054,000	+ 2.6	- 0.1
Total paid workers.....	June 21	4,625,000	+ 2.4	+ 0.5
Registered for work, NES (b)				
Atlantic.....	June 19	67,900	-26.4	+103.3
Quebec.....	June 19	168,200	-19.7	+101.0
Ontario.....	June 19	165,500	-10.6	+ 78.0
Prairie.....	June 19	59,300	-26.3	+ 98.3
Pacific.....	June 19	65,700	-12.2	+113.3
Total, all regions.....	June 19	526,600	-18.0	+ 94.5
Claimants for Unemployment Insurance benefit.....	June 1	551,103	-23.7	+120.2
Amount of benefit payments.....	May	\$51,652,555	-22.5	+ 96.6
Industrial employment (1949 = 100).....	May 1	114.5	+ 1.4	- 4.1
Manufacturing employment (1949 = 100).....	May 1	108.7	+ 0.4	- 6.1
Immigration.....	1st. Qtr. 58	21,243	—	- 66.0(c)
Destined to the labour force.....	1st. Qtr. 58	10,457	—	- 70.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	June	106,435	—	+ 12.6(c)
No. of workers involved.....	June	7,845	—	- 20.1(c)
No. of strikes.....	June	40	—	- 9.8(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	May	891	+11.7	—
Number of workers involved.....	May	326,227	+21.8	—
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$70.33	+ 0.2	+ 4.4
Average hourly earnings (mfg.).....	May 1	\$1.66	+ 0.4	+ 4.0
Average hours worked per week (mfg.).....	May 1	40.4	0.0	- 0.5
Average weekly earnings (mfg.).....	May 1	\$67.23	+ 0.4	+ 3.5
Consumer price index (av. 1949 = 100).....	June 1	125.1	0.0	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100)....	May 1	128.9	+ 0.5	+ 0.2
Total labour income.....\$000,000	May	1,312	+ 4.0	+ 3.3
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	May	281.5	+ 1.7	- 2.9
Manufacturing.....	May	279.8	+ 2.8	- 2.9
Durables.....	May	331.7	+ 4.0	- 3.9
Non-Durables.....	May	246.6	+ 1.7	- 2.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover April *Labour Gazette*.

(b) See inside back cover April *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(d) This unusually large number is due to the Queen's birthday being in the survey week.

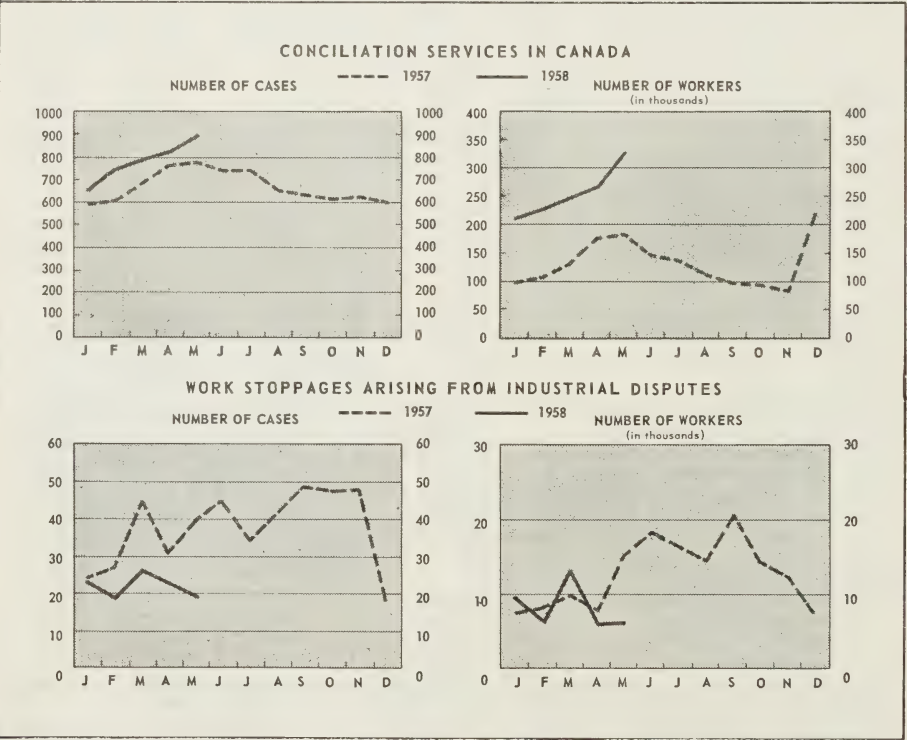
# Labour-Management Relations

## The Bargaining Scene

NEGOTIATIONS affecting at least one third of the workers covered by collective agreements in Canada were in progress during the past month. Of the larger agreements, surveyed from month to month in this article, 91 covering 430,000 workers were open. These involved some major bargaining relationships in the steel, automobile, railway, pulp and paper, B.C. logging, meatpacking and other industries. Thirteen settlements were reached in the group of agreements covering 1,000 or more workers. Added to 32 other settlements in this group reached since the beginning of the year, the pattern of wage changes in the first six months of 1958 has been as follows:

Wages Changes—Agreements Signed in 1958

Cents per Hour	Duration of Contract			
	1 to 2 years	2 years	3 years	Total
0- 4.9	1	—	—	1
5- 9.9	8	9	—	17
10-14.9	4	5	—	9
15-19.9	4	4	1	9
20-24.9	1	2	—	3
25	2	3	1	6
Total	20	23	2	45





## THE BARGAINING SCENE JULY 15, 1958

Bargaining Units of 1,000 or More Employees

June 1, 1958 to August 31, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	91	429,600
Bargaining carried over from May .....	56	283,650
Terminating in period June 1-Aug. 31 .....	35	145,950
<b>Settlements Achieved June 15-July 15</b> .....	13	24,500
<b>Negotiations Continuing at July 15</b> .....	71	379,550
Bargaining in progress .....	30	113,850
Conciliation in progress .....	36	226,850
Post Conciliation .....	1	34,000
Work Stoppage .....	1	1,250
Arbitration .....	3	3,600
<b>Negotiations not yet begun</b> .....	7	25,550

In the railway negotiations no major developments occurred in the past month. Board hearings have been completed in the non-operating employees dispute. The CNR-Firemen conciliation board has been adjourned until August 11. Other negotiations are shown below.

Non-operating trades—CNR	}	127,000 workers—in conciliation
CPR		
Firemen	—CNR:	4,300 workers—in conciliation
	—CPR:	3,100 workers—in conciliation
Engineers	—CNR:	3,500 workers—in negotiation
	—CPR:	2,600 workers—negotiating
Trainmen	—CNR:	12,000 workers—negotiating
	—CPR:	9,000 workers—in conciliation

### Bargaining Status of Major Agreements Reviewed, July 15, 1958

NOTE: N=negotiating. C=conciliation. P/C=post conciliation. A=arbitration. W/S=work stoppage. Brackets indicate information not confirmed. \*=Contract expires August 1958.

Company and Location	Union	Status	
		June 15-July 15	
Abitibi Power & Paper, Iroquois Falls	4 paper mill unions	C	C
*Algoma Steel, Sault Ste Marie	Steelworkers	N	N
Aluminum Co. of Canada, Kingston	Steelworkers	C	C
Anglo Canadian Pulp & Paper, Quebec	2 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls	4 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls	Woodworkers	N	N
Assn. Patronale Du Commerce, Quebec	Syndicates (CCCL)	C	C
Bowaters Pulp & Paper, Cornerbrook	4 paper mill unions	N	N
Brewers Warehousing, Ontario	Brewery Wkrs.	C	C
B.C. Electric Railway, B.C.	AASER & MCE	C	C

Company and Location	Union	Status	
		June	15-July 15
Burns & Co., Canada	Packinghouse Wkrs.	C	C
Canada Cement, Canada	Cement & Lime Wkrs.	N	N
C.B.C., Canada	NABET (Broadcasting)	N	N
Cdn. Johns-Manville, Asbestos	Syndicate (CCCL)	N	N
Canada Packers, Canada	Packinghouse Wkrs.	C	C
*Cdn. Vickers, Montreal	Various Craft Unions	—	N
Cdn. Westinghouse, Hamilton	United Electrical Wkrs.	N	N
*Chrysler Corp., Windsor	Automobile Wkrs.	—	N
Coal Operators, Alberta	Mineworkers (2 agree- ments)	N	C
Consolidated Paper, Quebec	2 paper mill unions	N	N
Courtaulds, Cornwall	Textile Wkrs.	N	N
*Davie Shipbuilding, Lauzon	Syndicate (CCCL)	—	N
Dominion Rubber, Kitchener	Rubber Wkrs.	C	C
Dominion Textiles, Quebec	Syndicate (CCCL)	N	C
Dominion Textiles, Montreal	Syndicate (CCCL)	N	N
Dupuis Frères, Montreal	Syndicate (CCCL)	N	(C)
E. B. Eddy, Hull & Ottawa	3 paper mill unions	N	C
Fisheries Assn. of BC, B.C.	Fishermen's Union	C	C
*Ford Motor Co., Ontario	Automobile Wkrs.	—	N
Forest Industrial Relations, B.C. coast	Woodworkers	C	PC
*General Motors, Ontario	Automobile Wkrs.	—	N
General Steel Wares, Ont. & Que.	Steelworkers	C	C
Halifax Construction Assn., Halifax	Carpenters & Joiners	N	(N)
Halifax Construction Assn., Halifax	Hodcarriers	C	(C)
*Halifax Shipyards, Halifax	Marine Wkrs.	—	N
Hollinger Consolidated, Timmins	Steelworkers	C	C
Howard Smith Paper Mills, Cornwall	2 paper mill unions	N	N
International Nickel Co., Port Colborne	Mine, Mill Wkrs.	C	C
International Nickel Co., Sudbury	Mine, Mill Wkrs.	C	C
Lake Carriers Assn., Great Lakes	Seafarers	C	(C)
*Marine Industries, Sorel	Syndicate (CCCL)	—	N
Master Plumbers Assn., Edmonton	Plumbers	N	(C)
McIntyre Porcupine Mines, Schumacher	Porcupine Mine Wkrs.	C	C
Montreal Cottons, Valleyfield	UTW (Textile Wkrs.)	N	N
Motor Transport Ind. Rel. Bureau, Hamilton	Teamsters	C	(C)
Motor Transport Ind. Rel. Bureau, Toronto	Teamsters	C	(C)
Newfoundland Employers' Assn, St. John's	LPU (Longshoremen)	C	A
*N. Interior Lumbermans' Assn, Northern B.C.	Woodworkers	—	N
*Okanagan Fed. Shippers, Okanagan	Fruit Wkrs.	—	N
Polymer Corp., Sarnia	Oil, Chemical Wkrs.	C	C
Price Bros., Quebec	Syndicate (CCCL)	N	N
*Royal York Hotel, Toronto	Hotel Employees	—	N
Saskatchewan Wheat Pool, Ont., Man., Sask.	SWP Employees	N	N
Shawinigan Chemicals, Shawinigan Falls	Syndicate (CCCL)	C	A
*S. Interior Lumbermans' Assn, Southern B.C.	Woodworkers	—	N
Steel Co. of Canada, Hamilton	Steelworkers	C	C
Sudbury Builders' Exchange, Sudbury	Hodcarriers	A	A
Swift Canadian, Canada	Packinghouse Wkrs.	C	C
Toronto Builders Exchange, Toronto	Carpenters	N	N
Toronto Builders Exchange, Toronto	Hodcarriers	N	C
City of Toronto, Toronto	Public Service Em- ployees	C	C
Vancouver Dairies, Vancouver	Teamsters	C	C
Vancouver Builders, Vancouver	Plumbers	W/S	W/S



# Manpower Situation in Local Areas

## ATLANTIC

EMPLOYMENT in the Atlantic region increased seasonally during June. In the week ended June 21, the number of persons with jobs was estimated at 519,000, about 21,000 more than in the previous month but 24,000 fewer than a year earlier. Non-farm activities were entirely responsible for the rise in employment during June. Farm employment declined as usual, since spring seeding was completed in most areas early in the month.

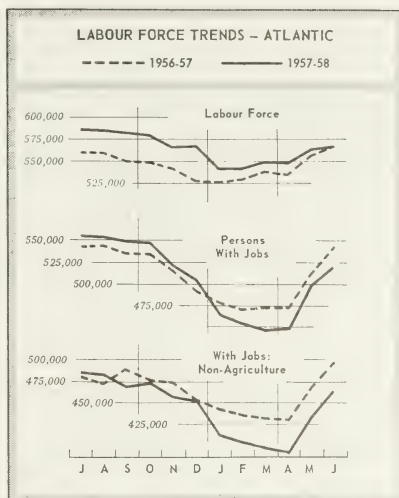
Seasonal rehiring continued during June in construction, transportation, fishing, lumbering and logging. The rise in construction employment was smaller than expected, however, for bad weather caused the postponement of work on a number of large projects. Prospects for construction were considerably brighter than a year ago as a result of a sharp increase in expenditures on roads and highways and a moderate recovery in housebuilding. The considerable improvement in the lumber industry during the month was attributed to increased housebuilding in Canada and the United States. Little change took place in total manufacturing employment; layoffs at the Halifax shipyards and at a steel fabricating plant at Amherst were offset by hirings in other plants.

Since the beginning of the year production and employment in manufacturing have been well below last year's. In May, total manufacturing employment was 7.8 per cent lower than a year before and 6.6 per cent lower than in May 1956. The iron and steel industry showed the most marked year-to-year employment decline (19 per cent). Decreases of 11 per cent and 4 per cent, respectively, were recorded in transportation employment and pulp and paper manufacturing.

Unemployment in the region declined during the month but was still higher than a year earlier. Six of the 21 areas in the region were reclassified during June from the substantial to the moderate surplus category. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 9 (0); in moderate surplus, 12 (9); in balance, 0 (12).

## Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Total employment continued at a slightly higher level than last year. Unemployment was also higher than a year ago, as activities in some seasonal industries were slow in picking up. While the volume of construction planned for the current year was at least as great as last year, few large projects had been started by the end of June.



# CLASSIFICATION OF LABOUR MARKET AREAS—JULY 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's Vancouver-New Westminster Windsor	Edmonton Hamilton Montreal → QUEBEC-LEVIS Toronto Winnipeg	→ CALGARY Ottawa-Hull	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Trois Rivières	Brantford Farnham-Granby → FT. WILLIAM- PT. ARTHUR Guelph Halifax Niagara Peninsula Oshawa Saint John Sarnia → SHERBROOKE Sudbury Sydney Timmins-Kirkland Lake Victoria	Kingston Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Rivière du Loup Thetford-Megantic- St. Georges	Charlottetown → CHATHAM Prince Albert → YORKTON	Barrie → BRANDON → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD → RED DEER → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton CENTRAL VANCOUVER ISLAND ← Dawson Creek Gaspé Newcastle Prince George Quebec North Shore Rimouski St. Stephen Victoriaville Yarmouth	Beauharnois Belleville-Trenton Brampton → BRIDGEWATER Chilliwack → CRANBROOK → DAUPHIN → DRUMMONDVILLE → EDMUNDSTON → FREDERICTON Galt → GRAND FALLS → KAMLOOPS Kentville Lachute-St-Thérèse Lindsay → MONTMAGNY North Bay → OKANAGAN VALLEY → OWEN SOUND Pembroke Portage La Prairie → PRINCE RUPERT → STE. ACATHE- ST. JÉRÔME St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe → SOREL → SUMMERSIDE Trail-Nelson Truro → VALLEYFIELD Woodstock-Ingersoll → WOODSTOCK, N.B.	→ BRACEBRIDGE → DRUMHELLER Goderich → LISTOWEL → MEDICINE HAT → STRATFORD Swift Current Walkerton Weyburn	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover April issue.

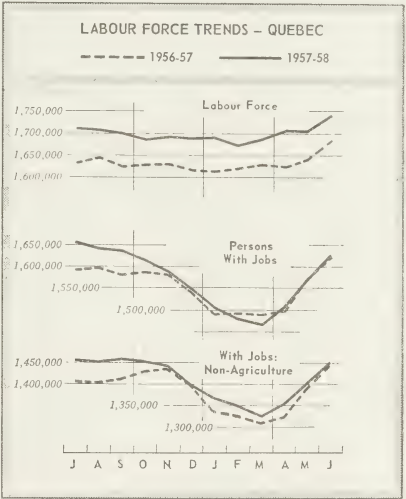


The fishing industry was quite active during the month and catches were reported to be better than last year. A cutback in steel production at the Dosco plant in Sydney resulted in reduced mining activity at the Bell Island Iron Ore Mine; there were no layoffs reported in June but the work week was reduced from five to four days.

**New Glasgow** (major industrial). Remained in Group 1. A year ago labour demand and supply were in approximate balance in this area; currently job opportunities are scarce in all occupations. Iron and steel plants contributed to much of the year-to-year employment decline. Two of the three mines in the area operated on a reduced work week throughout the month. There was little improvement in construction as no large projects were undertaken during June.

QUEBEC

EMPLOYMENT rose seasonally in the Quebec region during the month, as activity in both agriculture and non-agricultural industries continued to increase. At June 21, the number of persons with jobs in the region was estimated at some 1,624,000, about the same as last year, and an increase of 54,000 from last month. The usual influx of young people from school and university caused a considerable rise in the labour force; the increase was almost at last year's record rate. Consequently, the number of persons without jobs and seeking work fell less than seasonally and remained well above the level of a year ago.



Cold and wet weather retarded seeding operations and reduced vegetable crops, but agricultural employment rose during the month almost to the level of a year ago. The number of men at work in the woods rose by some 50,000 from mid-May to mid-June, compared with a rise of some 10,000 in the corresponding period last year. The number working this year, however, was still about 16 per cent lower than last year. Summer pulpwood cutting was well under way although the planned output is down sharply from a year ago. Construction activity rose during the month; in May, housing starts were more than 60 per cent higher than last year. Employment in the service industries increased during the month and remained above last year's level.

While most textile plants in the region continued working on a short-time basis, some improvement occurred in plants in Shawinigan Falls and Trois Rivières. Activity rose in the manufacture of leather products but slackened seasonally in the manufacture of clothing. Employment rose slowly during the month in plants manufacturing iron and steel products, transportation equipment and wood products. At pulp and paper mills, production was stable but still below capacity.

During the month seven of the 24 labour market areas were reclassified, all from the substantial to the moderate labour surplus category. At July 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 11 (0); in moderate surplus, 13 (14); in balance, 0 (10).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. Employment remained moderately lower than a year earlier. Housebuilding activity was particularly strong during June (some 69 per cent more housing starts were made in May than a year before) and commercial building was showing signs of a good recovery. Clothing plants also were active, although the season was coming to an end; employment rose in plants manufacturing leather products. Slow improvement continued through the month in iron and steel products plants, though foundries were still laying workers off. There were some new hirings in aircraft plants but an indefinite layoff of some 800 men occurred at the Ville St. Pierre plant of Canadian Car Company. Employment continued rising in the food and beverages industry, in transportation and the services.

**Quebec-Levis** (metropolitan). Reclassified from Group 1 to Group 2. Employment in May was about 2 per cent lower than a year before. Registrations fell by some 20 per cent during June as activity picked up in construction, reflecting a recovery in housing and institutional building; there was a shortage of bricklayers in Levis. In machine shops, garages and in the shipyards, work was brisk during the month. Short time still prevailed at the Montmorency cotton mill; employment in the manufacture of clothing fell seasonally. Employment in the manufacture of wood products rose during the month. At mid-month, some 5,000 men were working on the logging drive in the St. Maurice region, the same number as last year. Hotels and restaurants were hiring seasonally.

**Sherbrooke** (major industrial). Reclassified from Group 1 to Group 2. Employment in May was down 10 per cent from a year earlier as a result of weakness in all three of the area's dominant industries: textiles, iron and steel products, and clothing. Some slight improvement was evident during June. Employment in the manufacture of boots and shoes rose somewhat earlier than usual. Production increased in the manufacture of wood and paper products, and both residential and non-residential construction were active. Short time and layoffs continued, however, at textile plants.

## ONTARIO

EMPLOYMENT in Ontario continued to increase during the month. Persons with jobs at June 21 were estimated at 2,123,000, an increase of 30,000 from the previous month but a drop of 27,000 from a year earlier. Non-agricultural employment accounted for about two thirds of the total increase during the month and showed a small year-to-year gain. Unemployment declined slightly during the month but remained much higher than last year.



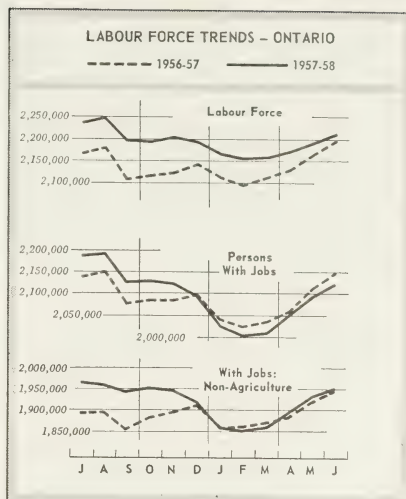
Construction accounted, directly and indirectly, for most of the increase in non-agricultural employment. The number of housing units started in the second quarter this year was 33 per cent higher than in the corresponding period a year ago. In the non-residential sector also there was a noticeable increase in labour requirements. Increased construction activity boosted employment in a number of industries, particularly in iron and steel, wood products, construction machinery, and heavy electrical equipment.

The stimulating effect of construction was largely offset by unfavourable developments in the automotive industry. Motor vehicle production in June dropped by about 12 per cent and was 7 per cent below the low level of a year earlier and 30 per cent lower than in June 1956. This resulted in a one-week shutdown of the Chrysler plant at Windsor and a temporary layoff of 2,500 automobile workers from Ford's Oakville plant. The automotive supply industries also reported a considerable curtailment in production during the month. These declines could not fail to affect output and employment in other industries that depend largely on the automotive industry, and appear to have been mainly responsible for the levelling off in iron and steel production during June, and the slight downturn towards the beginning of July. The farm implements industry, another big steel user, continued to reduce production for seasonal reasons. Employment in forestry showed a noticeable seasonal increase but remained about 30 per cent lower than last year.

Five of the 34 labour market areas in the region were reclassified during the month, two from the substantial to the moderate surplus category and three from moderate surplus to balance. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 21 (4); in balance, 10 (29).

### Local Area Developments

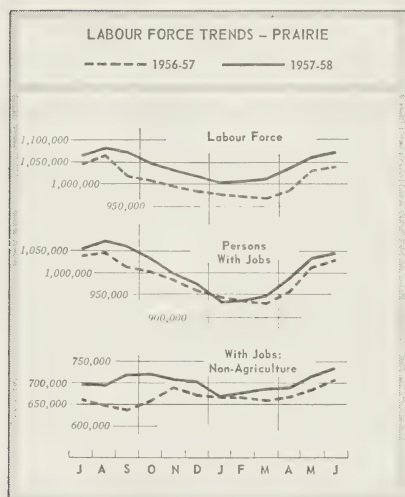
**Metropolitan Areas** In which classification remained unchanged. *Hamilton* (Group 2)—Employment continued to increase during the month but was about 5 per cent lower than a year earlier. The improvement in June was due mainly to construction. Reduced demand resulted in small layoffs in the metalworking industries. The farm implements industry reached its seasonal production peak and laid off about 450 workers. *Ottawa-Hull* (Group 3)—The employment situation continued to improve during the month and employment neared last year's level. All industries were busy, with the exception of a wire producing plant, which went on short time, and the pulp and paper industry, which showed a decline in activity. The demand for farm labour continued to exceed local supply and could be met only by farm labourers from the Maritimes. *Toronto* (Group 2)—Employment showed



a small increase during the month, due mainly to increased construction activity, but was somewhat lower than last year. The metalworking industry showed little change, employment increases in fabricated iron and steel being offset by declines in other industries. The wood products industry operated at a high level. There were some shortages of auto mechanics and experienced farm hands. *Windsor* (Group 1)—The area continued in substantial labour surplus despite increased construction activity, with total employment down almost 20 per cent from a year earlier. Decline in automobile production and considerable layoffs from automotive supply plants were mainly responsible for the labour surplus.

**Chatham** (major agricultural). Reclassified from Group 1 to Group 2.

## PRAIRIE



EMPLOYMENT conditions continued to improve in the Prairie region during the month. Persons with jobs at June 21 were estimated at 1,045,000, an increase of some 12,000 from a month earlier and a gain of some 15,000 from a year ago. Unemployment declined less than usual for the month and remained well above the level of last year; it was lower, however, than in any other region in Canada.

Increased activity in non-agricultural industries was entirely responsible for the rise in employment, with construction work predominating. Housing provided much of the employment strength in construction but there were also marked increases in industrial and commercial building. Total manufacturing employment increased during the month, notably in plants producing building materials. Weaknesses continued, however, in the iron and steel and transportation equipment industries. Increased passenger and freight traffic resulted in the recall of substantial numbers of workers in the railway running trades, and the greater volume of grain shipments also contributed to the rise in transportation employment.

Farm labour requirements declined during the month following the completion of seeding operations. Crop prospects brightened towards the end of June as a result of heavy rains, though drought conditions persisted in southern Manitoba and southeastern and central Saskatchewan.

Industrial employment showed improvement during the first five months of the year: in May it was less than 1 per cent lower than a year earlier compared with a 2 per cent year-to-year difference in March. Much of the improvement was due to strength in the construction industry. In January 1958 employment in the construction industry was more than 8 per cent lower than a year before; by May it was more than 4 per cent higher. Manufacturing employment, however, was more than 3 per cent lower during the



five-month period this year than last. Transportation employment has also been lower than last year, although the year-to-year difference has been narrowing since March. Labour requirements have continued strong in the service, finance and trade industries.

Twelve of the 20 labour market areas were reclassified during the month, three from the substantial to the moderate surplus category and nine from the moderate surplus to the balanced category. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 7 (0); in balance, 12 (20).

### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 2 to Group 3. Industrial employment rose during the month, largely owing to seasonal gains in construction. Total employment in May was about 1 per cent lower than a year before.

**Winnipeg and Edmonton** (metropolitan). Remained in Group 2. Total industrial employment in these two areas was about the same as last year. In June, construction and manufacturing showed seasonal gains. The rise in construction employment, however, was slow in Winnipeg; in Edmonton lower production of oil affected over-all employment.

**Fort-William-Port Arthur** (major industrial). Reclassified from Group 1 to Group 2. In May total employment was slightly lower than a year ago largely because of substantially lower employment in forestry. Employment rose seasonally in June as a result of increased construction and transportation activity. At the Lakehead, forestry employment rose seasonally, but at mid-month was still more than 20 per cent lower than last year.

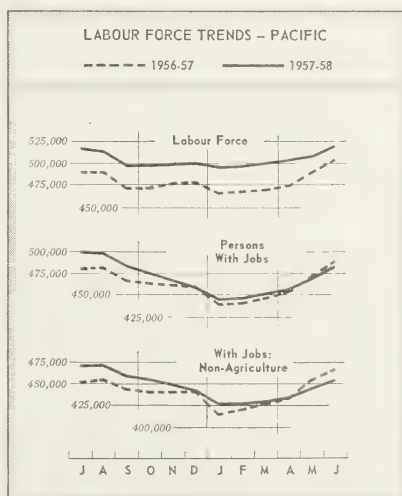
**Brandon, Lethbridge, North Battleford, Regina, Red Deer and Saskatoon** (major agricultural). Reclassified from Group 2 to Group 3.

**Yorkton** (major agricultural). Reclassified from Group 1 to Group 2.

### PACIFIC

INDUSTRIAL disputes, unfavourable logging weather, and continued weakness in the demand for some products slowed down the seasonal employment recovery during June. At June 21, persons with jobs were estimated at 483,000, an increase of 12,000 over the previous month but a decrease of 6,000 from a year earlier. This includes a somewhat greater year-to-year loss (13,000) in non-agricultural industries, partly offset by a gain in agriculture.

As a result of the marked rise in housebuilding in Canada and the United States and further improvement in overseas markets, lumber production in the first five months of 1958 has shown a rise of 11 per cent over 1957. For several



reasons, however, logging operations have not shown a similar improvement. Inventories of saw-logs have been fairly high and the requirements of pulp and paper firms have been lower than last year. In addition, the possibility of a strike in the industry has made logging operators reluctant to increase production above the minimum necessary to meet current needs. Enforced closure of operations owing to fire hazards was an additional retarding factor in the last half of the month.

Construction employment in the region is currently down more than one-third from last year. This is in part a reflection of labour-management disputes, the most important involving 1,000 plumbers, pipefitters and steam fitters, and affecting mainly the larger construction projects in the Vancouver area. Activity in housebuilding has been sharply higher than last year, the number of units started in the first half of this year being two-thirds higher than in the same period in 1957.

The picture in the mining and smelting industries showed some improvement. At the beginning of May, the year-to-year employment declines amounted to 19 per cent and 8 per cent, respectively. There were, however, no further layoffs of any size during June and plants in Trail and Kitimat recalled some of the workers previously released.

Production and employment in most manufacturing industries were lower than last year, reflecting, to some extent, reduced requirements of construction and logging. Activity in shipbuilding has declined fairly steadily. One pulp and paper firm shut down during June pending an improvement in the market and others were operating below capacity. On the other hand, employment in lumber and plywood manufacturing, though still lower than last year, has improved steadily.

Moderate or substantial labour surpluses prevailed in all areas of the region. The classification of the 10 labour market areas at July 1 was as follows (last year's figures in brackets): in substantial surplus, 3 (0); in moderate surplus, 7 (2); in balance, 0 (8).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Employment in May was about 7 per cent lower than a year earlier with decreases in virtually all industries. The most noticeable curtailment was in construction, brought about by a prolonged dispute in the plumbing and electrical contracting trades. Registrations at NES offices declined only slightly during the month, remaining about double last year's figure.

**Victoria** (major industrial). Remained in Group 2. Unemployment rose during the month, contrary to the usual pattern. Much of this increase was the indirect effect of a seamen's strike, which drastically reduced tourist traffic, causing layoffs at hotels, restaurants and other service establishments. Activity in construction and shipbuilding continued to be slack for this time of year.

**Central Vancouver Island** (minor). Reclassified from Group 2 to Group 1. Fire hazard resulted in a temporary closure of all logging operations.

**Cranbrook, Okanagan Valley, Prince Rupert** (minor). Reclassified from Group 1 to Group 2.



## NOTES OF CURRENT INTEREST

### **Dept. Appoints Specialist In Technical Training**

David Bridge, Director of the Aeronautical, Mechanical and Metallurgical Department of the Ryerson Institute of Technology in Toronto, has been appointed Technical Training Specialist in the Department's Vocational Training Branch. He took over his new post on June 1.

Mr. Bridge's appointment is part of the Department's long-range program to keep abreast of changing developments in the field of skilled and technical manpower. His responsibilities will include the promotion, co-ordination and development of all types of advanced technical training below professional level, with special attention to post-secondary courses in institutes of technology.

He will work in close co-operation with the provincial government agencies concerned with technical training. He will also act as executive secretary of a special committee of the Canadian Vocational Training Advisory Council dealing with the training and certification of technicians.

Born in Kincardine, Ont., Mr. Bridge was graduated in electrical engineering from the University of Toronto in 1930, and holds a Bachelor of Pedagogy degree from the same university. After experience in the electrical manufacturing industry, he became a teacher at Hamilton Technical Institute, later being promoted to head of the mathematics department and subsequently Academic and Vocational Director of the Institute. In 1951, he was appointed Director of Ryerson's Aeronautical, Mechanical and Metallurgical Department.

### **F. S. Hatcher Has Joined Rehabilitation Branch**

Frank S. Hatcher of Vancouver has been appointed to the staff of the Co-ordinator of Civilian Rehabilitation, Department of Labour. He will assist in the promotion of Canada's growing program of rehabilitation for disabled civilians.

Mr. Hatcher has had wide experience in social work and rehabilitation. Born in Calgary in 1920, he served with the Royal Canadian Navy from September 1940 to November 1945. He attended the University of British Columbia, graduating as a

Bachelor of Arts in 1953, Bachelor of Social Work in 1954 and Master of Social Work in 1955.

He has had experience in rehabilitation and social case work with the British Columbia Department of Health and Welfare and until recently was employed as Executive Secretary of the Community Information Service of the Community Chest and Council of Greater Vancouver.

### **Dept. Is Represented at Anti-Discrimination Meet**

The 10th annual meeting of the Conference of Commissions Against Discrimination was held in Denver, Colo., on June 11, 12 and 13. The Department of Labour was represented by B. H. Hardie of the Industrial Relations Branch and E. J. Marten of the Information Branch.

The Conference is made up of the various state commissions against discrimination in the United States, as well as departments of government in Canada that administer laws prohibiting discrimination in employment. In addition to the federal Government, several Canadian provinces are also members of the Conference.

Of special significance to the American delegates this year was the attendance at the Conference of representatives from the new U.S. Commission on Civil Rights which was established under the 1957 Civil Rights Act. The representatives were Gordon Tiffany, Executive Director of the Commission, and Henry M. Shine, Jr., Consultant.

#### **Proceedings**

The proceedings at the Conference consisted mainly of panel discussions and workshop sessions under the following main headings:

1. What is the scope of proper government action to assure all people equal opportunities and treatment;
2. What should be the relationships between governmental agencies; and
3. What should be the nature and scope of educational activities aimed at eliminating discrimination.

The State of New Jersey will be the host for the 1959 meeting of the Conference.

## 2nd Meeting, Committee on Technological Change

A preliminary report outlining the results of a survey made in the household appliance industry to learn what effect technological changes are having on the labour force was heard at the second meeting of the Advisory Committee on Technological Change, held in Ottawa May 23. The first meeting of the Committee was held in November 1957 (L.G., Dec. 1957, p. 1420).

Because of technological change in the industry, the report indicated, total production of the industry during the past 10 years had increased faster than employment, but the increase in production per employee had not changed dramatically.

It was found difficult to measure the impact of technological change in terms of manpower. One reason for this was that the immediate impact might not fall on the employees of the plant in which a change is introduced. Displaced persons in one section are frequently transferred to another, and the movement is reflected only as a decline in hirings, thus shifting the impact to workers outside the plant.

The composition of the working force in firms surveyed in terms of skill and the effects of technological change were discussed on the basis of the relative demands for manpower at each skill level. One broad effect noted was a relative decrease in the demand for manpower on the direct production side and a relative increase in the demand for skilled workers in maintenance, toolroom, engineering and other indirect production work.

### Skill Level Rising

This would tend to indicate that the displaced manpower in production is likely to occur in the ranks of semi-skilled or unskilled labour. Not only is there a greater demand for skilled manpower, but the level of skill required is tending to rise. The need for electricians with a knowledge of electronics, and for plumbers with hydraulics knowledge, is increasing. This requirement for more highly skilled workers will affect the kind of training to be provided for tradesmen.

The report noted that it was difficult to ascertain whether displacement of workers in some instances was caused by technological change, or simply as a result of a decline in economic activity. While it would be difficult to compile accurate statistics, a committee member wondered whether it would be possible to get statistics on production and occupational composition over a period of time; this would indicate what had happened as a result of technological change.

That course had been followed successfully in the case of dieselization of the railroads, where it was found that between 1950 and the present, dieselization had increased from 25 per cent to 80 per cent and the number of machinists, apprentices and helpers had dropped from some 8,000 to 5,600, the drop occurring despite a 20-per-cent drop in hours worked. Approximately 70 per cent of the boilermakers and blacksmiths had been displaced. The number of electricians had remained fairly steady.

### New Occupations

The Committee heard from another member that in certain areas new occupations have come into being as the result of technological change. An example was the occupation of instrument mechanic, a combination of electrician and pipefitter. Companies were finding it necessary to train workers such as electricians to fill the posts.

The importance of case studies of technical change was emphasized by the chairman of the Committee, who noted that if the effects of the introduction of the diesel engine had been examined five or six years ago, with the full co-operation of Labour and Management, the information gathered might have thrown light on the problems involved and thus assisted both sides in arriving at a resolution long before matters came to a head as they did in the recent dispute involving the railway firemen.

In the matter of new research projects, the Committee was informed that a start has been made in studying the effects of technological changes in the automobile and parts manufacturing industry. To date, studies had been carried out in all plants of one major automobile manufacturer. The next step would be to extend the study to another major manufacturer and to some of the major parts producers.

Work was begun recently on examining collective agreements in this industry to see if provisions could be identified that have a bearing on adjustments that may occur when technological changes take place. The study of collective agreements would also prove useful for discussion purposes when, at a later date, the interview program is extended to union representatives in the industry.

The Committee agreed that it should meet twice each year, with the next gathering to take place this fall or winter.



### **Three More Publications On Canadian Occupations**

Three more publications in the "Canadian Occupations" series have just been released by the Department of Labour.

One is a new occupational monograph, entitled *Careers in Meteorology*. The other two, *Machinist and Machine Operators (Metal)* and *Optometrist*, are revisions of earlier editions. These booklets were prepared by the Labour Department's Economics and Research Branch. There are more than 40 titles available in the series.

The "Canadian Occupations" series covers a wide range of occupations, including many professions. The series was designed to meet a demand for current information on occupations in Canada from parents, youth, vocational guidance counsellors, employment service officers, immigrants, federal and provincial officials and from Commonwealth and foreign governments and organizations.

The monographs are available from the Queen's Printer, Ottawa.

### **Union Head Critical of Compulsory Arbitration**

The lower rates paid to temporary extra gangs, "the growing tendency of the federal Government to require compulsory arbitration in unsettled disputes" and "the tendency in Canada to apply wage increases on a percentage rather than a cents-per-hour basis" were mentioned by President T. C. Carroll of the Brotherhood of Maintenance of Way Employees at the union's 33rd convention in Detroit last month as obstacles to the union's efforts to improve wages and working conditions of its members in Canada.

Another cause for serious concern that was dwelt on by Mr. Carroll was the shrinkage in employment on the railways of the United States. He quoted figures showing that the average number of maintenance of way workers employed on U.S. railways had fallen from a maximum of more than 400,000 in the 1920's to only 154,000 in 1957. In Canada, he said, the drop had been less severe—from a maximum of 50,000 in 1928 to 38,000 in 1956.

"It will be noted, however, that the percentage of maintenance of way employees to total employees on Canadian railways has declined from 26.1 per cent in 1926 to 17 per cent in 1956," he pointed out. "We must be on guard continually to meet the detrimental effects of organizational changes in working methods."

The President declared the intention of the union to force the railways—by a strike if necessary—to negotiate on a demand made on the carriers in the United States and Canada as far back as 1950 for a guarantee of 52 weeks' work a year.

Increased efforts would be made to stop "farming out" by the railways of work that should be done by regular maintenance of way employees, Mr. Carroll said. He also announced that, jointly with other rail unions, his union would seek to improve existing health and welfare plans in the United States and Canada.

President Carroll, who has held office since 1947, told the 800 delegates to the convention that on the advice of his doctors he would not seek re-election.

### **Plan Wintertime Building Now, CCA Head Urges**

Immediate planning of a wintertime construction program that can help reduce the number of Canadians who may become jobless this coming winter was advocated last month by Harold J. Ball, President of the Canadian Construction Association.

Addressing a meeting of the Kitchener-Waterloo Builders' Exchange, Mr. Ball attacked the out-dated prejudice against wintertime construction that still exists in Canada.

There are still too many, in Mr. Ball's opinion, who question the quality of winter construction, and have the idea that it is very expensive—"an attitude that is a hang-over from the horse-and-buggy days". Other reasons advanced are all invalid in this era, he said.

#### **Arrangements Take Time**

"Not many people," said Mr. Ball, "may be interested during warm summer days in thinking about, let alone worrying about, next winter's construction activities. However, if a start isn't made now on promoting construction for the coming winter it will be too late to be effective. It takes time to complete land, design, financing and tendering arrangements.

"For example, it would take from two to three months at least before actual construction begins on a building costing about \$250,000. We know through experience that a building has to be 'closed-in' before extreme weather is upon us, so that work can continue inside throughout the winter.

"If these things are not done now then many construction tradesmen will not be busy working this winter... Every Canadian community will be affected by a seasonal layoff."

## **Delegation of Unemployed Submits Brief to Cabinet**

Federal government action on tariffs, trade and taxation to provide more jobs was urged by a delegation of more than 100 unemployed Ontario and Quebec workers who journeyed to Ottawa from Windsor, Chatham, London, Woodstock, Brantford, Hamilton, Toronto and Montreal to present a brief to federal Cabinet Ministers and Members of Parliament on June 24.

The delegation was led by George Burt, Canadian Director of the UAW and a Vice President of the Canadian Labour Congress. In conjunction with its brief, the delegation left with the Government a pamphlet outlining the UAW program for full employment.

The delegation was received by Acting Labour Minister Ellen Fairclough, Revenue Minister George Nowlan, other Cabinet Ministers and several Members of Parliament.

In its brief, read by George Burt, the delegation proposed that intensified efforts be made to move Canada's wheat surplus in order to boost farm economy and thus provide a wider market for the products of farm implement plants; that the automobile industry be taxed on its profits rather than on its product; that an investigation be made into the volume of small cars entering Canada from Europe, with a view to encouraging their manufacturers to locate plants in Canada; that the importing of automobile parts be curtailed; and that action be taken to assist the Canadian textile industry.

Mrs. Fairclough assured the delegates that she would personally see to it that their representations were brought before the Prime Minister, reminded them that unemployment has been claiming the attention of the Government since it took office, and that "your aim of full employment is precisely the same view as that of the Government".

She also pointed out that the Government had not been entirely inactive in providing jobs in the Windsor-Leamington area, where works projects on bridges, harbours and other items with a value of nearly \$2 million have been started. She also noted that training classes for welders and other tradesmen had been provided. She felt, also, that some of the action to relieve unemployment—although the federal Government was not trying to dodge the issue, a serious one—should come at the provincial level.

Revenue Minister Nowlan told the delegates that the Government is increasing

pressure on Canadian automobile manufacturers to increase the Canadian content of their autos, now standing at about 60 per cent. But he reminded the group that "overhauling of the tariff structure takes time". Speaking on unemployment in the auto industry in Windsor, Mr. Nowlan noted that "Windsor has no monopoly on unemployment. There is more in Detroit."

CLC Executive Vice President William Dodge said the Congress' position was that "We are afraid the whole situation is not being dealt with by the Government with a proper sense of urgency." He added: "I hope we do not have to rely on a war in Algeria or Lebanon to aid the unemployment situation."

Trade Minister Churchill reminded delegates that Canada has provided \$60,000,000 in wheat to Asian countries through the Colombo Plan, and of the hundreds of jobs on ships, trains and trucks that are provided by the movement of that wheat. It takes 1,200 ships alone to move the 40,000,000 bushels involved.

Herb Kelly, Chairman of the Full Employment Committee, Windsor Labour Council, and Vice President of UAW Local 200, remarked that persons in the industry with 17 years service were unemployed, and he could foresee a chaotic situation in Windsor this coming winter unless drastic action is taken now to forestall it.

Charles Brooks, President of UAW Chrysler Local 444, Windsor, suggested that the Government could afford to "pay your 100,000 civil servants a decent living wage so that they can afford to buy the products we make at Windsor".

After hearing the remarks from the floor, Mrs. Fairclough noted that Labour Minister Michael Starr had called a meeting to take place in Ottawa July 14 and 15 to discuss the full range of summer and winter employment. She promised that messages of the delegation would be taken direct to the Cabinet, where means could be evolved to provide immediate help in select communities where the unemployment situation is very bad.

## **QFL and CCCL Present Brief to Quebec Cabinet**

A Royal Commission Enquiry into "the exploitation" of Quebec's natural resources was requested by the Quebec Federation of Labour (CLC) and the Canadian and Catholic Confederation of Labour in a brief submitted jointly to members of the provincial Cabinet.

The brief said in its conclusion: "From a production value in excess of one billion



dollars for three natural resources (forestry, mining, hydro power), the province does not derive forty million dollars". Quebec citizens were not getting "the share they should secure from the natural resources; the more so, since they know in addition that the wages paid in industries operating our natural resources are lower than those paid to the Ontario manpower working in similar industries".

The provincial labour bodies expressed concern over the unemployment situation. According to present figures, the brief said, "it is easy to foresee that unemployment will have affected this year in the province about 270,000 persons... the highest peak ever reached".

Referring to Dominion Bureau of Statistics figures of early April, the brief noted that 262,000 of the 875,000 persons seeking employment in Canada were from the Quebec region alone, an increase of 85,771 over the figures for the same period last year.

The brief in calling for social reform measures said that unemployment came in the last analysis from a "state of mind". This resulted because a large part of "the ruling classes" were unable to adapt their thinking to the modern industrial world.

The planning of economy was necessary, the brief asserted, and said such planning had been absent from the province's economic policies up to that time.

The two Quebec labour bodies requested the immediate holding of a federal-provincial conference on unemployment to collaborate and assure the undertaking of a vast public works program.

The brief called for provincial effort in raising the amount of unemployment insurance allowances and in extending the benefit period. Steps, it said, should also be taken to reduce the 30 weeks of employment required to draw benefits.

The brief asked that the Quebec government, like Ontario, place credits at the disposal of the municipalities who cannot carry out their public works due to a lack of funds.

On a provincial level the labour groups asked that the provincial government promote housing, availing itself of the Central Mortgage and Housing Corporation credits in spite of "the insufficiency and restrictions" comprising this federal law. The brief suggested the setting up of a "housing bureau" and quoted from a previous project submitted to the provincial government:

"In view of the borrowing capacity of the provincial government at a very low rate of interest, it could constitute a real estate credit body which would be supplied

with mortgage funds, through loans, guaranteed by the province."

An increase in the provincial minimum wage requirements was recommended by the brief. This, it said, would add to the purchasing power of many who did not yet benefit from collective working agreements.

The development of processing industries for the province's raw materials was urged in the brief. This should be done "rather than sustaining industries which cannot even feed appropriately the manpower which they employ," it said.

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### **Shortages Said Likely of Skilled Building Workers**

With a record year for construction in prospect in some centres, eventual shortages of skilled building tradesmen appeared likely, it was shown by monthly summaries of employment conditions issued by regional offices of the National Employment Service. Surpluses of unskilled and semi-skilled workers, however, were reported from many points.

Also in short supply were registered nurses, certified nursing aides, practical nurses, well-qualified office workers, skilled shipyard workers, and experienced pipeline workers.

Foundries and machine shops at a number of places in Quebec recalled many of their workers during May, and in Quebec City there was some shortage of experienced general machinists at the end of the month.

Employment on the railways was reported to have improved considerably in the Prairie region during May. Most of the running trades crews who had been laid off during the winter had been recalled, and there was a good demand for maintenance and extra gang workers.

On the other hand, cotton mills in the Quebec region showed little improvement in employment and work clothing plants in Edmonton laid off a number of workers, although there was still a good demand for experienced power machine operators in the industry.

Layoffs were reported from a Winnipeg transportation equipment firm, a Newfoundland pulp and paper mill, and a Montreal rolling stock manufacturer.

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The *Canada Handbook, 1958* (English edition) is now available to the public. Published annually by the Dominion Bureau of Statistics, it is the 29th in the handbook series.

Price of *Canada 1958* is \$1 per copy. Orders for it should be addressed to the Queen's Printer, Ottawa.

## **B.C. Labour Urges Action Against Unemployment**

The Government of British Columbia has been asked to declare that an emergency exists in unemployment conditions, and to solicit the federal Government to join in this decree, in the annual brief of the B.C. Federation of Labour (CLC).

Other requests made in the brief urged that:

A conference of labour, business, provincial and municipal administrations be held to make plans "to avoid any repetition of the winter of 1957-58";

More hospital, school and road construction be started immediately, along with a municipal and provincial low-cost housing project;

Flood control projects be undertaken;

Fixation of a 40-hour work week and cancellation of all existing blanket overtime permits be made;

Improvements be made to the Unemployment Insurance Act, and definite plans to deal with destitute unemployed citizens be carried out.

## **Montreal Labour Council Condemns "Moonlighting"**

The Montreal Labour Council (CLC) last month advised all its affiliated unions to discourage and condemn "moonlighting"—the practice of holding two jobs at the same time.

The Labour Council considers that the practice is adding to unemployment; and it has decided to seek the co-operation of all Montreal locals in checking it.

The increase in moonlighting is known to have changed the attitude of some union leaders towards the 30-hour week. They have come to the conclusion the shorter work week would only provide a greater incentive to the holding of two jobs at once.

## **No Marked Improvement In U.S. Jobless Situation**

For the first time since late April, statistics for the United States unemployment compensation system failed to show a marked improvement in the week June 16-21.

Both insured unemployment and initial claims showed only minor changes for the week—the former up, the latter down. For seven consecutive weeks insured unemployment had shown large declines and in most weeks initial claims had fallen substantially.

In the week ended June 7, unemployment fell 10,000 to 2,817,600. This figure represents joblessness among workers covered by the unemployment compensation system.

Though small, this was the eighth consecutive decline. It left unemployment at 6.7 per cent of the insured work force. In the corresponding week last year insured unemployed was 1,322,400.

## **All Must Co-operate in Accident Prevention**

That complete co-operation of all affected elements is necessary to ensure success of an accident prevention program was emphasized by Sir George Barnett, retired Chief Inspector of Factories, United Kingdom Ministry of Labour and National Service, in a talk to officials of the Departments of Labour, National Health and Welfare and others.

Co-operation is necessary from top management in the introduction of accident prevention planning, supervisors, along the line, the foremen, employees and the trade union, Sir George said.

Most accidents involved the personal factor and plans and sincerity of interest by management would be valueless unless everyone in a work place entered enthusiastically into the effort. It was of great importance to have adequate accident statistics to pinpoint causes and indicate remedies. Of equal importance was the development of uniformity in statistics so that comparison could be made which would be mutually helpful. Some day, Sir George said, he hoped to see accident facts compared on an international level.

The accident frequency rate in Europe was based on 100,000 employee hours of exposure instead of 1,000,000 hours, the basis in North America. In 1956 the rate in Great Britain, with 7,850,000 workers under the Factories Act, was 1.72, which on this side of the Atlantic would be 17.20.

Another way of determining the efficiency of prevention work was the index system. Taking 1952 as 100 the British rate was down to 87.1 in 1956.

It was very necessary to see that proper training in safety work habits was given young persons, Sir George said. He had noticed in Britain that accidents suffered by this category were not decreasing as much as among older workers.

The mechanical cause of accidents can be controlled by legislation, Sir George said, but not the human factor—at least, not to the same degree.



Because of the number of accidents to persons in connection with plant lifts, hoists and elevators, a special section had been added a few years ago to the British Factories Act that made it compulsory to install appropriate gates, guards, locks and fencing. The results were spectacular: in 1946 there had been 490 accidents of this type and 26 were fatalities; in 1954, 115 accidents and 5 fatalities.

The British expert did not think, from what he had seen, that Canadian work places were cognizant of the importance of good housekeeping.

### **Ont. Rehabilitation Centre Moves into New Buildings**

The Ontario Workmen's Compensation Board Hospital and Rehabilitation Centre on July 1 completed its move from the former RCAF barracks near Malton Airport to a group of 14 new buildings on a 65-acre site in Downsview.

The new \$6,000,000 centre, described as the most functional of its kind on the continent, will accommodate 4,000 seriously injured workmen a year—an average of 500 a day. All patients will live in.

The Centre consists of a hospital and a clinic. The hospital section contains 175 beds, and the clinic dormitories will accommodate 325 patients. The wards usually contain from six to eight beds, compared with 23 beds to a ward in the old crowded quarters at Malton.

The hospital section provides the medical supervision and nursing care, and the physical, occupational and remedial therapy needed to promote recovery as rapidly as possible. When the patient no longer needs nursing he is transferred to the clinic section, where he remains until he has recovered as fully as his case will allow. When recovery is not complete the remaining disability is assessed before the patient leaves.

### **National Hospital Scheme In Effect in 5 Provinces**

Canada's National Hospital Insurance Scheme came into effect on Dominion Day, July 1, with five provinces participating.

At first the plan will cover only about 30 per cent of the population: the inhabitants of British Columbia, Alberta, Saskatchewan, Manitoba and Newfoundland. By next January it is expected to come into effect in Ontario, Nova Scotia and New Brunswick.

By the end of 1959 it is possible that the whole population of Canada will be covered by the scheme. When that stage is reached

it is estimated that the annual cost will be \$430,000,000, of which the federal Government will pay \$215,000,000.

The total cost is to be shared equally by the federal Government and the provinces, but the federal Government's share will vary from one province to another, depending on local costs. In Newfoundland it will amount to 68.6 per cent; in Saskatchewan, only 42.2 per cent.

Part of the cost of the plan will be defrayed by premiums paid directly by those covered or by a small charge for hospital care.

By a coincidence, Britain's National Health Service started ten years ago this month. About 97 per cent of the people are using the service, though an individual is free to employ his own doctor and pay him himself if he pleases. The service cost some £600,000,000 in 1956-57, which amounted to 3½ per cent of the national income. The service is said to be efficient and to have proved economical.

### **U.S. Wage and Hour Law In Force for 20 Years**

The United States Fair Labor Standards Act, sometimes called the Federal Wage and Hour Law, had been in force 20 years on June 25. It was signed into law in 1938 by the late President Franklin D. Roosevelt.

The law was strongly backed by Labour. It sets forth the statutory minimum wage, overtime requirements and child labour provisions that cover employees engaged in interstate commerce.

Since its passage the FISA has proved its worth as a valuable instrument for protecting the basic standards of wages, hours and working conditions of American workers.

An advanced instrument of social justice when passed, it has been improved since as steady progress in welfare of working men and women has been made.

Today, more than 24,000,000 workers in 900,000 plants, businesses, companies and other establishments are covered by the Act, 9,000,000 more than were covered by the original Act of 1938.

The Order of Railway Conductors and Brakemen this month marked its 90th anniversary. The Order, set up on July 6, 1868, began as a fraternal group, the Conductors' Brotherhood. The name, Order of Railway Conductors, was adopted in 1878 and the present name in 1954.

## **Automation Has Failed to Bring Predicted Benefits**

Automation had not brought higher pay and additional jobs as had been foreseen by industry, speakers agreed at a recent Conference on Automation and Technological Change convened by the Industrial Union Department of the AFL-CIO.

Almost 200 delegates representing 42 affiliated unions heard an opening address by IUD Director Al Whitehouse, two case study histories, an address by an economist, and two panel discussions.

Director Whitehouse pointed out that "automation and other major technological change have failed to bring automatically those things promised so blithely. Where are the great numbers of more highly skilled jobs? Where are the jobs for all that were virtually guaranteed to us?"

### **Impact on Wages**

A paper discussing the impact of automation on the wages and working conditions in the relationships between the United Automobile Workers and the Ford Motor Company was presented by Nelson Samp, Assistant Director of the UAW's Ford Department.

Five major manpower problems, Mr. Samp said, were presented to the union by the use of new technological equipment. He listed the problems as: rates and classifications for automated jobs or operations, changing skills, retraining, seniority adjustments, and the effect on highly skilled trades classifications.

His union had found, Mr. Samp stated, that "automation and downgrading, as a result of job dilution, have gone hand-in-hand".

The UAW had met this problem, he said, by negotiating new classification structures and higher wage rates that recognize the responsibility of automation.

Mr. Samp said his union had fought to win apprenticeship training programs giving older seniority workers the chance for training, transfer rights for those whose operation is shifted to other plants, and the maintenance of separate skilled trades classifications.

Arthur Turner, member of the Yale Technology and Industrial Relations Section, in discussing the Samp paper, pointed out that individual incentive rates made no sense in an automated plant and such incentives may someday be based on a plant-wide system that would come close to a profit-sharing plan.

The problems of a worker as a human individual must not be ignored, Mr. Turner cautioned. If this question is not given

attention, he said, the worker will feel he has lost his identity in the automated mass production complex.

A second case history study dealing with the efforts of the railway unions to secure job and income security against shutdowns and mergers in their industry was presented by Eli Oliver, Director of the Washington Office of the Labor Bureau of the Middle West.

The composite structure built by the railway unions, Mr. Oliver pointed out, had gone a long way towards protecting workers against the hardships of technological unemployment. The methods used by these unions, he said, "may at least suggest to other American unions methods of dealing with technological change in other industries".

David Lasser, Research Director for the International Union of Electrical Workers, declared, while discussing the Oliver paper, that for the electronic industry, the present economic slump may be the "first automation recession". Since 1953, Mr. Lasser said, the industry had lost 200,000 out of 900,000 jobs and many of these jobs would never again be filled because of proven automation equipment.

Labour must fight for all-inclusive contract security provisions, Mr. Lasser stated, as the best means of handling automation.

Economist Robert R. Nathan, in his address to the Conference, urged government action to improve and extend unemployment compensation and a tax cut for low and middle-income groups.

### **Panel Discussions**

The first panel dealt with papers presented by Elmer Malloy, Director of the Wage Division, United Stelworkers of America, and Joseph Childs, Vice President of the United Rubber, Cork, Linoleum and Plastic Workers of America.

Mr. Malloy discussed the problems of incentives, job evaluation, and job opportunity. The basis for incentives must be changed to equipment utilization without regard to workload, or placed on a uniform percentage bonus for maintaining maximum production loads, he said.

Bert Gottlieb, AFL-CIO industrial engineer, summing up the Malloy and Childs papers, said the emphasis in job evaluation should be placed on responsibility, and that education and job training should not be accepted as a valid part of the evaluation.

The second and final panel was concerned with the unionization problems of the white-collar worker.



One panelist noted that the working force of the white-collar workers and technicians had increased by 55 per cent in the last decade. Another stated that in the chemical industry in 1947 there was one white-collar worker to every four production workers, but by 1980 there would be three white-collar workers to every production worker.

It was suggested that unions must learn to organize white-collar workers and may find it necessary to change their structures to meet their needs.

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### **U.S. University Publishes Booklet on Automation**

*Automation, Technology's New Face* is the title of a new booklet recently published by the Institute of Industrial Relations of the University of California. The author is Dr. Jack Rogers.

The foreword states that the booklet is designed "to fill the need for a convenient and relatively brief discussion of the technological concepts involved and the implications for Management, Labour, and the economy". The first part of the pamphlet explains briefly the meaning of automation and how it works. The second part tries to assess its social and economic effects.

In a chapter on "Labour's Problems" the author says that the effects of technological change are nothing new to working people, but that although the problems raised by automation are not new "this does not make them any the less problems". He continues, "When we get right down to it, Labour's reaction to automation can best be interpreted as part of an older, larger question: To what extent shall the worker be subordinated to the demands of industrial efficiency?"

"In the past unions have adopted various strategies to preserve jobs against the impact of technological change, reduce personal hardship, and maintain union strength," the pamphlet says. But it asserts that "there is no evidence that union policies with respect to technological change have appreciably influenced its nature or its rate in the long run. Union holding actions have delayed a change here or ameliorated the effects of a change there, but they have not stopped change."

The author points out, however, that unions "are as well able to recognize the need for change and the benefits of increasing productivity as are other groups, and their stated policies today typically are clear on the point."

Regarding the effect of automation on employment, Dr. Rogers says that at the

worst it may result in old jobs being destroyed faster than new ones open up, and some individuals may be unable to find new employment. At the best new jobs may come into being as fast as the old ones disappear, and all displaced workers will find new jobs. But he believes that "the chances are that actual situations will tend to be intermediate, so that with extensive automation some people will never be out of work, some for a short while, and some for a long while; some will get better jobs and some will get poorer jobs."

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### **Lakehead School Trains Welders for Pipeline**

The Lakehead Vocational Training Welding School, which opened on March 31 with an enrolment of 68 students, finished its first course in May. Sixteen of the students qualified for jobs with a main pipeline company, and the remainder were given cards that entitle them to jobs as station welders or as welders' helpers.

Equipment and instructors for the school were supplied by the pipeline contractors.

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### **SIU Wins Representation Despite Flag Transfer**

The Seafarers' International Union has won the right to represent crew members of a ship that had been transferred from United States to Liberian registry. The representation election was conducted by the U.S. National Labor Relations Board.

The liner *Florida* operates between Miami and Havana; the crew is predominantly Cuban. The ship had operated for many years under the American flag with American crews represented by the SIU. The transfer to Liberian registry was made three years ago.

On transfer, the American crew was discharged and the Cuban seamen hired at lower wages.

In the Union's petition to the NLRB it pointed out that the vessel was still American-owned, operated regularly out of a United States port, and accepted the jurisdiction of the U.S. Coast Guard and other U.S. maritime agencies.

In its ruling, the NLRB held that the mere fact that a majority of the employees are non-resident aliens does not take the case from under the provisions of the National Labor Relations Act, and that the organization of the vessel's crew, with a view to improving their working conditions, is a matter of concern to American seamen.

## **Total Payments to Aged, Blind, Disabled Increase**

The number of persons receiving old age assistance in Canada increased from 90,127 at December 31, 1957, to 92,484 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,736,445.70 for the quarter ended March 31, 1958 compared with \$6,429,962.43 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$128,842,028.81.

Federal expenditure for the fiscal year 1957-58 amounted to \$24,961,383.23, an increase of \$4,562,278.31 over the expenditure of \$20,399,104.92 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum assistance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed.

At March 31, 1958, the average monthly assistance in the provinces ranged from \$50.15 to \$53.99, except for one province where the average was \$45.55.

### **Blind Persons Allowances**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,312 at December 31, 1957 to 8,400 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,078,192.65 for the quarter ended March 31, 1958, compared with \$917,815.58 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$18,960,969.37.

Federal expenditure for the fiscal year 1957-58 amounted to \$3,575,724.04, an increase of \$616,198.30 over the expenditure of \$2,959,525.74 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum allowance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed.

At March 31, 1958, the average monthly allowance in the provinces ranged from \$53.13 to \$54.45.

### **Disabled Persons**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 38,757 at December 31, 1957 to 41,840 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,727,185.64 for the quarter ended March 31, 1958 compared with \$2,935,015.39 in the

preceding quarter. Since the inception of the Act, the federal Government has contributed \$24,343,462.32.

Federal expenditures for the fiscal year 1957-58 amounted to \$11,091,664.45, an increase of \$3,924,312.07 over the expenditure of \$7,167,352.38 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum allowance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed, and amendments to the regulations broadening the definition of the expression "totally and permanently disabled".

At March 31, 1958, the average monthly allowance in the provinces ranged from \$52.12 to \$54.78.

### **Old Age Pensions**

A total of 836,768 persons received old age security benefits amounting to \$46,565,375 during May, the Department of National Health and Welfare reports.

Family allowances of \$38,968,352 were paid to 2,423,382 families embracing 5,840,902 children. Average payment for each child was \$6.67; for each family, \$16.08.

## **Some SUB Payments Reduced by Recession**

Supplemental unemployment benefit payments have been reduced by some of the large steel and aluminum companies in the United States. Payments have been reduced to 75 per cent of the regular amount by United States Steel and Alcoa, and reductions have also been made by Republic Steel and a number of smaller companies.

The SUB plans in the steel industry provide for payments to be reduced if the trust fund drops below a certain level, and the recession in the industry has depleted the funds, because of the large amounts paid out to unemployed workers and because of the smaller sums paid into the funds, since payments are based on man-hours worked.

As SUB plans in the U.S. steel industry provide benefits to maintain 65 per cent of take-home pay for 52 weeks, the funds have been further depleted by the fact that a number of workers who have been laid off for prolonged periods have exhausted their state unemployment benefits.

The SUB funds in the automobile industry, on the other hand, have not been subjected to so heavy a drain, since they provide payments for a maximum of only 26 weeks. They are also in better condition than the funds in the steel industry because they have been established longer.



## **Issue Book to Help Older Women Wanting to Work**

To the *Older Worker*, a pamphlet compiled by the Status of Women Study Group of the University Women's Club of Vancouver, B.C., was designed specially to help older women who wish to work.

In a direct and easily readable manner it gives information on training courses available to older women, on the organizations from which advice and financial assistance for training may be obtained and on the attitude the older woman should have towards her job. Occupations in which women over 45 are successfully employed are listed.

## **Home Economists from Canada at U.S. Meeting**

The Ninth International Congress on Home Economics was taking place in College Park, Md., U.S.A., July 28 to August 2. Canadian and U.S. home economists will receive 250 delegates from 29 foreign countries.

A report entitled: "Education in Home Economics Relative to the Social and Economic Conditions of Canada," prepared by Dr. Helen C. Abell, Rural Sociologist in the Economics Division of the Department

of Agriculture for submission to the Congress, will be summarized in the next issue of the *LABOUR GAZETTE*.

## **Deny Skilled Workers' Bid To Separate from UAW**

Skilled workers in United States automobile plants who petitioned for representation by a union other than the United Automobile Workers (L.G., June, p. 617) have had their petitions denied by the U.S. National Labor Relations Board.

The Board ruled that, since the auto companies bargain with the UAW on a company-wide, multi-plant basis, the bargaining units sought were too narrow in scope and were inappropriate for collective bargaining purposes.

A new CLC central labour council has been established and two former TLC councils have been reconstituted as CLC bodies.

The Nelson-Trail and District Labour Council is the new group. The reconstituted councils are the Kapuskasing Labour Council (formerly the Kapuskasing Trades and Labour Council) and the Newcastle-Chatham and District Labour Council (formerly the Miramichi Labour Council).

## **Items of Labour Interest in House of Commons**

**Wednesday, May 21**—*Intent to sell ships* of Canadian National (West Indies) Steamships Limited, strikebound since July 4, 1957, announced in Commons by Minister of Transport.

*Unemployed in Hull, Que.*, said suffering, because 51.8 per cent of them unable to collect benefits, House is told. Minister of Labour "will look into the situation".

*Holidays with pay* Bill introduced in Commons. The Bill would assure that all employees in Canada under federal labour jurisdiction would receive regular pay for at least eight statutory holidays each year, pay at double time rate if required to work on a statutory holiday, in addition to regular pay.

**Thursday, May 22**—*Safety in mines* comes under provincial jurisdiction, Labour Minister reminds questioner in Commons who wanted to know if a Government inquiry was planned into "the deplorable number of accidents in the mines in the Blind River-Elliott Lake area..."

*Number of unemployed persons in Canada* drawing insurance benefits as of May 8 was 715,056, Labour Minister tells questioner.

**Friday, May 23**—*Labour Department official* making effort to get parties involved in strike of SIU against CPR steamships on West Coast back into negotiation, Labour Minister informs questioner. Minister of Transport tells another member he has heard no mention of any plans to sell West Coast CPR steamships.

*To see if farm labour* can come under provisions of the Unemployment Insurance Act, an active survey is being made, Labour Minister replies to question.

**Monday, May 26**—*Résumé of strike* involving the Seafarers' International Union and the Canadian Pacific Railway steamships on the West Coast given by the Minister of Labour in reply to a questioner. Concluding his answer, the Minister said: "I understand that over the weekend there have been proposals made for the arbitration of the dispute which under certain conditions have been accepted by the company. We are now awaiting the reaction of the union to the proposal."

**Tuesday, May 27**—*Employment with CNR* comes under the jurisdiction of the company, not the Government, Transport

Minister replies in answer to question about proposed layoffs at Port Mann, B.C.

*Government making sure* that actual hardship is not suffered by residents of the West Coast as a result of the strike of SIU seamen against the CPR Steamships, through being deprived of such necessities as food or medical supplies, Transport Minister tells questioner.

**Wednesday, May 28**—*New labour legislation* unlikely to be introduced at the present session, Labour Minister informs questioner.

**Friday, May 30**—*Report on U.S. social security* system, being prepared by Dr. Robert M. Clark, not yet ready for presentation to Commons, Prime Minister informs questioner.

**Monday, June 2**—*Automatic disqualification* from receipt of unemployment insurance is imposed on any person directly interested in the outcome of a labour dispute, even though they may not necessarily be members of the union involved, Acting Labour Minister Ellen L. Fairclough tells questioner asking about apprentices idled by a strike in Vancouver.

**Tuesday, June 3**—*Standing committees*, including labour relations committee, are appointed.

*Government is offering a conciliator* and any other aid within its power to railways and unions negotiating new contract, Transport Minister informs questioner.

**Monday, June 9**—*Newfoundland's signing of agreement* to participate in the Hospital Insurance and Diagnostic Services Plan, beginning July 1 this year, announced by Minister of National Health and Welfare.

**Tuesday, June 10**—*No breakdown in negotiations* to settle the dispute between the Seafarers' International Union and the Canadian Pacific Railway Company has occurred, Acting Labour Minister tells questioner. The federal mediator inquiring into the matter has merely suspended his probe "for the time being".

*Layoffs by CNR* at some points are known to him, Minister of Transport advises questioner. He reiterates that layoffs are the prerogative of management of the railway, which does not put any man out of work until every means to keep him on the job has been exhausted.

**Wednesday, June 11**—*Number of active claimants* for unemployment insurance benefits at May 31 was 550,959. At April 30, the number of active claimants for benefits was 722,252, Acting Labour Minister informs questioner.

**Thursday, June 12**—*Employees are not insurable* under the Unemployment Insur-

ance Act, when they are working in a hospital that is not operated for gain, Acting Labour Minister informs questioner in the Commons, except under an optional arrangement at the request of the institution and with the consent of the Unemployment Insurance Commission.

**Tuesday, June 17**—*In the Budget speech*, Hon. Donald M. Fleming, Minister of Finance, disclosed that Canada's population in 1957 increased by a record 552,000 to a year-end total of 16.9 million. Canadians added \$7.4 billion in plant, equipment and housing to an already large stock of physical capital.

The rate of economic growth slowed noticeably during 1957 as the forces which underlay the great surge of 1955 and 1956 spent themselves. For the year as a whole gross national product was \$31.4 billion, 4 per cent higher than in 1956. However, most of the increase was due to higher prices.

Although business capital investment ended the year on a weaker note than it had begun on, the reverse was true of housing.

More people were at work in each month of 1957 than in the comparable month a year earlier. For 1957 as a whole the number of people with jobs averaged 2.4 per cent higher than in 1956, an increase that compares quite well with the increases in employment during 1955 and 1956.

It was a coincidence that this adjustment period should have occurred simultaneously with the largest expansion of the labour force the country has ever known. It increased by 210,000, about double the annual average rate of the preceding five years.

With these factors in mind, and with due regard for the resourcefulness of the Canadian people and the determination of this Government "I have no hesitation in budgeting on the basis of a resumption of the rise in incomes and production. Assuming normal crops, stable prices and no untoward external events, I am basing my revenue forecasts on a gross national product of \$32 billion, which is about 2 per cent above the level achieved in 1957."

In the field of income tax, the cost of drugs purchased under prescription may be included in the deduction for medical expenses. The period in which refunds of tax may be claimed will in future be four years instead of two, and interest allowed on overpayments of tax will be increased from 2 per cent to 3 per cent.

Improvements will be made in various Acts to prevent dumping of goods in Canada and to help textile, rubber footwear and other Canadian products to compete favourably with imports.



# Laval University's 13th Annual Industrial Relations Conference

Settlement of disputes arising from "conflicts of interest" (those that concern negotiation of working conditions, not interpretation or enforcement of collective agreements) is theme of the two-day meeting

The 13th industrial relations conference under the auspices of Laval University's Department of Industrial Relations, held at Quebec on May 5 and 6, dealt with the settlement of disputes involving conflicting interests\*.

Some 350 delegates—heads of concerns, union leaders and labour officials—considered the problem of the settlement, in a Quebec setting, of "conflicts of interest," defined as disputes that concern not the interpretation or enforcement of the collective agreement but the negotiation of working conditions.

The eight lectures given were followed by discussions in which the delegates took part.

The convention coincided with the 20th anniversary of the founding of Laval's School of Social, Economic and Political Science and with the 15th anniversary of the founding of its Faculty of Social Science and School of Social Service.

## Official Opening

The convention opened under the chairmanship of Msgr. Alphonse Marie Parent, Rector of Laval University.

Msgr. Parent pointed out that disputes which arise in connection with conflicting interests are no longer of a material and technical nature only, but involve psychology and morale as well. Human nature and the supernatural purpose of man do not allow spiritual and moral order to be overlooked in the establishment of work standards.

The Dean of the Faculty of Social Science, Jean Marie Martin, also spoke briefly.

## Rev. Gérard Dion

The Rev. Gérard Dion, Director of the Department of Industrial Relations, defined "conflicts of interest" as disputes which "have to do with questions which have not yet been or cannot be solved by any judicial rule".

\*The texts of the lectures delivered are collected in a volume published by the Laval University Press, Quebec.

These disputes, he added, arise as the result of a difference of opinion in the search after differing interests concerning a common object.

Father Dion stressed the fact that "conflicts of interest" are found not only in labour relations, but to just as great an extent in management's relations with outside elements—whether it be consumers, suppliers or financial institutions.

He pointed out that there are always, between management and labour, divergent legitimate interests capable of degenerating into disputes.

"Since there is no possibility of avoiding conflicts, and no reason for suppressing their manifestation, assuming that we accept democracy," he said, "it remains for us to seek means of lessening the extent of such conflicts, reducing their effect and limiting their harmful results, while at the same time maintaining the incentive they afford to economic and social life."

## Quebec System for Settling Disputes

The first speaker, Jean Réal Cardin, Director of the Industrial Relations Section at the University of Montreal, described the structure of the machinery which aims at settling conflicts of interest and defined the basic principles underlying the Quebec system of settling such disputes.

"Disputes involving rights arise from the application or interpretation of a pre-existing right," Mr. Cardin explained, "whereas a 'conflict of interest' arises when the parties are unable to agree on the contract to be entered into."

Quebec labour legislation makes no distinction, however, between "conflicts of right" and "conflicts of interest". Every dispute—whatever its nature—goes through the same settlement machinery.

The speaker added:

In private services, conciliation and arbitration may afford an opportunity for a strike or lockout—whether the dispute arises during bargaining or on the occasion of a grievance. In public services the same situation cannot possibly lead to the use of economic force by the parties; the award is binding no matter what the nature of the dispute.

Mr. Cardin mentioned certain ideas touching on conflicts of interest and their settlement that govern our labour laws. Among these ideas are the following:

—The principle of union recognition and the institution of compulsory collective bargaining.

—The need to regulate the use of these statutory rights by the parties in order to preserve industrial peace to the greatest possible extent.

—The need, except in public services, to safeguard the freedom of the parties with regard to conflicts of interest, thus leaving recourse to economic weapons as the ultimate means of settling disputes.

—Acknowledgment by the legislator that conflicts of interest in labour relations require a special settlement machinery, based on conciliation in two stages, the second stage being of a more rigid nature and known as arbitration.

—The abandonment of structures of common law which are too rigid and too formal and a better adaptation to the needs of industrial life.

### Dispute Settlement outside Quebec

The second paper, by Gilles Beausoleil of the University of Montreal, made a comparison between various systems throughout the world, especially with regard to union recognition and latitude in the use of State services and conciliation and arbitration machinery.

As Mr. Beausoleil was on a study trip to Europe, his text was read by Jacques St. Laurent of Laval University.

The author classified the various systems of industrial relations in terms of the different economic systems in which they are found. He distinguished the following three systems:

1. Suppression of autonomous trade-unionism.
2. Trade-unionism supervised and controlled by the State.
3. Recognition or tolerance of independent trade-unionism.

Having characterized the systems that fall into the first two classes, he studied the different countries in which the State grants freedom of association. In these countries the State intervenes only in cases of emergency and employers' and workers' organizations play an important part in the evolution of legislation. Besides this, he explained, except for certain specific cases and certain restrictions, the right to strike is not questioned.

"In Australia and New Zealand," according to Mr. Beausoleil, "compulsory arbitration constitutes the universal method of

settling conflicts of interest, and this gives rise to a rapid expansion of the labour movement. In these countries, however, collective bargaining becomes a bit artificial. Trade unionism has also taken on a somewhat bureaucratic and 'lobbyist' aspect."

Mr. Beausoleil made the following distinction between "conciliation in the strict sense of the word" and "conciliation and investigation".

"Conciliation in the strict sense of the word," he said, "may be voluntary or compulsory. Conciliation and investigation, especially as practised in Canada and in Quebec, have characteristics both of arbitration and of conciliation in the strict sense of the word. In the United States, conciliation in the strict sense of the word is practised more than anything else, the action of the conciliation officer being personal and involving no procedural requirements. In certain cases the parties have recourse to voluntary arbitration, which constitutes the limit of outside intervention which employers and unions seem willing to accept."

In England, he pointed out, unions do not have to be certified, but they do have a labour disputes court, whose decisions are binding. This is a case, however, of voluntary arbitration.

"In Canada," Mr. Beausoleil concluded, "the structural elements of the provincial and federal systems are similar. The investigation, recommendations concerning the terms of the collective agreements and suspension of the right to strike during the whole conciliation period constitute the original and common elements of the regulations set-up. In order to take advantage of these regulations, certification is always necessary, and the right to strike, although it is recognized, is sometimes replaced by the arbitration of conflicts of interest, particularly in certain sectors of the public service."

### Ambiguities of Present System

Certain essential ambiguities or points of confusion, inherent in the present system, were brought up by Roger Chartier, Professor in Laval's Department of Industrial Relations.

Mr. Chartier undertook to examine the ambiguities and particularities of the Quebec system of settling conflicts of interest in the private sector.

The present industrial system, the speaker said, is situated in a society which subscribes to the principles of democracy, which gives a very high place to all freedoms, which believes in the value and the autonomy of intermediate groups.



"In this perspective," he said, "the duty of shaping collective bargaining falls unquestionably to the parties in the first place, and not to the State. The State should intervene as little as possible, only in case of absolute necessity, only to facilitate a quick and peaceable settlement without imposing it, and only if such intervention is really effective and socially desirable."

Mr. Chartier protested strongly against heavy-handed intervention on the part of the State "in the name of a rather vague industrial peace".

This persuasive intervention, which is sometimes tempted to go on from the procedural level to that of the subject matter of the agreements, takes place in terms of a valuation which is perhaps falsified and negative of the strike, which should be avoided, it would seem, at any price, even were its positive function in a free society to be disregarded.

For the strike, in spite of the evils which it always brings with it for the parties concerned and sometimes for the public, is a tangible sign of the vitality of that society and of the freedom which prevails in it. And the legal and social bounds which make its manifestation possible constitute the most dynamic and most constructive elements of our social structure.

The speaker specified that one need not necessarily dispute the validity of any State intervention in the settlement of labour disputes, but suggested that State intervention be carried out in such a way as to show greater respect for the freedom of the parties, helping them to find grounds for understanding rather than seeking to avoid a strike at any cost.

Taking as a basis the deepest possible respect on the part of the State for free dealings between the parties, Mr. Chartier suggested the following standards:

- Legislation will impose as few limits as possible on disputes, and thus on subsequent agreements between the parties.

- The procedure will be as short and simple as possible, will not be redundant and will allow for alternatives.

- The various stages of this procedure will form a continuous line, and not a series of stages which systematically ignore one another.

- The chairman of the arbitration court will be perfectly well aware that he represents the parties, whom he is trying to bring to agreement by means of compromise and persuasion, and not the Department of Labour.

- Since in conflicts of interest it is really a question of conciliation and not of arbitration, union and employers' "arbitrators" will not be required to show an impossible

impartiality and to seek for a spurious economic justice whose criteria are, obviously, absent.

—It will be understood that too long a waiting period, instead of cooling off the bellicose ardour of the parties and patiently inviting them to come to an agreement, is an invitation to lazy negotiations, full of friction, which will eventually lead to costly explosions.

—Conciliation, in addition to being a preventive remedy, will also become an informative and educative remedy destined for the negotiators.

## Criticism of Present System

The General President of the Canadian and Catholic Confederation of Labour, Gérard Picard, in his criticism of the present system of settling conflicts of interest, denounced in particular "the exasperating delays" provided by the legislation.

"If you confine yourself to the minimum delays provided by the law," he explained, "you arrive at a total of 172 days; and in practice a still longer period of time elapses."

This state of affairs is apt, in Mr. Picard's opinion, to bring about denials of justice, arouse provocation, and, as a result, give birth to illegality.

The speaker also noted that these delays affect the duration of agreements and the principle of retroactivity as well as the bargaining atmosphere.

In order to improve the situation, Mr. Picard suggested that bargaining should be "serious" from the beginning, and that it should be possible to exercise the right to strike immediately after the direct bargaining between employers and employees.

It would also be desirable, according to the speaker, that the conciliation stage and the arbitration stage should not be compulsory, but optional, and that, in the latter event, arbitration should really be arbitration, and not further conciliation.

Finally, Mr. Picard noted that the conciliation officer should have ability and freedom of action, that he should show impartiality, and that he should have enough judgment to make practical suggestions. He also suggested that the arbitration board, in case of failure, make no recommendations, since that only complicates subsequent negotiations, each party accepting only what pleases it in those recommendations. Mr. Picard also protested against politics entering into the appointment of chairmen of arbitration boards.

## The Case of Public Services

"As the economic and social frontiers between the milieu in which we work and the mass of the public agents become less distinct, the functional distinction between public services and private enterprise loses some of its meaning," said René Mankiewick, legal adviser to the International Civil Aviation Organization.

The results of this evolution, according to Mr. Mankiewick, are twofold: the status of the official being profoundly changed, the legal notion of the official has to be revised; then again, the problems peculiar to the public administration come up in a multitude of private or semi-private concerns, so that the concept of public service takes on a new dimension and must be redefined.

Thus there arises the question of the extent and the limits of the validity of the two principles on which all legislation prohibiting strikes in the public service rests: firstly, the rule that strikes are incompatible with public office, and secondly, the principle of the continuity of the public services.

"The first rule," Mr. Mankiewick explained, "has been breached by certain constitutions and by legislation and jurisprudence which are conscious of the change in the atmosphere of public office.

"However, the second rule still seems to justify, in certain cases, limitations of the right to strike, and even the stopping of a strike, in certain public services and in concerns whose uninterrupted functioning is of vital interest to the common good."

The speaker concluded:

Whatever method may be chosen by the legislator for limiting the right to strike in public services, when the strike would be seriously prejudicial to the common good, then his legislation brings into play the direct influence of the Government over the settlement of collective disputes. Whether the Government is authorized to put an end to an abusive strike, to impose collective bargaining before a strike breaks out or to impose arbitration, government policy will have a direct influence over the progress and result of the negotiations. In certain countries the action taken by the Government with a view to avoiding or stopping a strike is subject to legal control. In any case, however, under a democratic regime, the last word lies with public opinion, which is able to bring pressure to bear on the orientation of Government policy.

## Criticism of System in Public Services

Guy Merrill-Desaulniers of Montreal, a specialist in labour law, examined Quebec legislation for the settlement of conflicts of interest in the public services, stating, among other things, that in his opinion the Act respecting Disputes between Public Services and their Employees is "ultra vires".

The speaker denounced the increasing tendency towards more and more frequent intervention on the part of the State in the spheres of economic and social life, and more particularly in the field of public services.

"It is universally recognized," said Mr. Merrill-Desaulniers, "that the salaried individual cannot protect himself effectively against his employer unless he associates himself with other wage-earners to set up an organization whose mere existence seems to constitute an equality of strength which makes it possible for him to deal with his employer on an equal footing."

The speaker added:

In the framework of labour-management relations, freedom of association has no meaning unless the right to free negotiation of collective agreements is added to it. Experience has shown that the right to collective bargaining can become an illusion unless there is a possibility of having recourse to a strike.

In his opinion, compulsory arbitration with awards binding on the parties does not represent adequate compensation for loss of the right to strike.

Noting that in certain essential services the right to strike can create certain serious difficulties, Mr. Merrill-Desaulniers specified: "The rule in this respect should be that of absolute necessity. And there again there must be compensation by means of a guarantee that arbitration with an enforceable award will bring the union party practically the same advantages as free collective bargaining, with the possibility of a strike, would have afforded it."

Has Quebec legislation exceeded its rights?

Mr. Merrill-Desaulniers replied in the affirmative:

"My opinion is that Section 7 of the Act respecting Disputes between Public Services and their Employees is beyond the powers of provincial legislation, since, in enacting this section, the provincial legislator has encroached upon a domain belonging exclusively to the federal Parliament—that of criminal law.

"In prohibiting strikes in Section 4 and imposing a penalty for them in Section 7, the provincial Parliament has simply created a new crime, to which it has attached a penalty."

## State Intervention in Dispute Settlement

"Outside intervention in the bargaining process should be the exception, requiring justification every time it happens," said Adolf Sturthal, Professor of Industrial Relations at Columbia University and of International Trade Unionism at Roosevelt College.



Speaking at the banquet that closed the two-day convention, he pointed out that if State intervention is frequent it will create a state of waiting for intervention.

"The result will be," he said, "that if one of the parties hopes to derive benefit from outside intervention, it will not enter into normal negotiations."

Mr. Sturthal added:

A more careful examination shows that very few economic disputes in modern society are of a nature to justify State intervention. Certainly a great many strikes do inconvenience the public, but if it were necessary to have the State intervene every time, we would have done away with the free system of collective agreements.

The speaker also suggested that a strike which inconveniences no one has little chance of success. In his opinion, this is "the price we have to pay for free collective bargaining".

The speaker put forward the following three suggestions:

1. A strike is not necessarily an indication of unhealthiness in industrial relations. There are all kinds of strikes—from the "quickie" to the normal dispute corresponding to a divergence of interests. And if it is true that some of these types of strikes are more questionable than others, we must nevertheless learn to consider the strike as a simple stage in the bargaining process, of which it forms an integral part.

2. The industrial dispute has many forms of expression other than the strike. Anxiety and tension in the individual, absenteeism, delays, slowdowns in production, sabotage and an abnormally high rate of staff turnover are some of the possible forms of expression of the industrial dispute. The advantage seems doubtful if, in order to suppress one of these forms, the others are to be aggravated.

3. The whole experience of modern industrial nations seems to indicate that with the development of collective bargaining systems of greater maturity, the frequency of strikes tends to decrease. But this happens only if collective bargaining can mature, that is if both parties are able to discuss matters without fear of systematic outside intervention.

In closing, Mr. Sturthal quoted a passage from Matthew Kelly, taken from the Nazi experience in industrial relations:

"Care must be taken to avoid giving assistance to attacks on individual freedom, which we fought so hard against when they were practised under another name. When industrial peace is obtained by means of strict coercion or by elimination of labour's

freedom of association, by State control of wages, hours and conditions of labour in general, and by forced arbitration, the price paid in this way is prohibitive."

## Suggested Remedies

To the final speaker of the two-day session fell the task of outlining suggested remedies to cure the ills of the Quebec system of settlement of collective industrial disputes of interest.

Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, listed five remedies for present ills, noting that it is important to decide what areas of decision-making are to be transferred to legal instruments such as rights to association and bargaining, what powers are to be vested in labour relations boards, and what assisting role in conciliation should be undertaken by public agencies and by what means this role is to be performed.

Prof. Woods' suggestions are as follows:

1. The framework of bargaining should be secured and stabilized. This means that the certification process must be efficient and certain. Crucial to this is a Labour Relations Board of the highest integrity, completely free from political control or influence, and one in which the general public and the interested parties have complete confidence. Certain powers of the Board may need to be redefined in law, and procedures should be public. The motives for the Board's decisions should be fully published.

2. The private character of the relationship of the private parties needs to be respected, and the assisting state agencies should operate with the objective of encouraging independence on the part of employers and unions, and a greater sense of responsibility for the relationship with a reduced dependence on government third parties. This may require a reconsideration of the conciliation service, and especially of the impact of councils of arbitration on the process of accommodation. Important legislative changes may be indicated which would reduce the importance of councils of arbitration and increase the influence of conciliation officers.

3. The question of the legal prohibition of the strike during conciliation needs to be reconsidered. There is much evidence that it has not produced results consistent with public policy in labour relations. A collective agreement is not a search for truth

but a search for an agreement suitable to the two parties. The present effect of conciliation is to delay negotiations. These delays "heat up" the parties rather than "cool them down".

4. There is a strong case for outlawing the strike and the lockout during the life of an agreement provided this change is

associated with compulsory arbitration of disputes occurring during the contract period.

5. The law regarding unfair labour practices needs to be altered so as to eliminate behaviour of both management and unions which is inconsistent with the spirit of public policy in labour relations.

## Wage Rates for Labourers in Manufacturing, Oct. 1957

Between October 1, 1956 and October 1, 1957, the average hourly rate for male labourers in manufacturing industry increased by 9 cents; in the corresponding period of 1955-1956, the increase was 8 cents

From October 1, 1956 to October 1, 1957, the average hourly wage rate for male labourers increased by 9 cents in the manufacturing industries covered by the annual survey of wage rates conducted by the Economics and Research Branch. This compares with an average increase of 8 cents for the corresponding period in 1955-1956<sup>1</sup>. The 1957 survey covered 42,200 labourers.

Employers were asked to report wage rates for labourers to whom the following definition applies: "workers performing one or a variety of manual duties which may be learned in a short time, requiring little independent judgment and which are too general to be classified otherwise." Both production and non-production or maintenance labourers are surveyed, but such workers under incentive systems as well as female employees are excluded.

Wage rates for labourers are usually the lowest rates for male occupations in a plant, except for hiring and apprentice rates. The labourer's rate is used in many establishments as a basis for setting the higher rates for other plant occupations.

As may be seen from the accompanying table, average wage rates for labourers are highest in British Columbia and Ontario, although no provincial pattern stands out. In some localities of those two provinces, the average wage rate is lower than in some centres in the Maritimes, Quebec or the Prairie Provinces.

Furthermore, within a province, the average rate is often higher in a number of small localities than in the major centres. This is especially true in Ontario

and Quebec, where the average rates in several localities are higher than in the major centres of Toronto and Montreal. The diversification of industry in these two cities tends to reduce the effect of a higher level of wages in one particular industry or establishment on the general average for the city.

On the other hand, in smaller centres where one industry or establishment predominates, the local average is greatly affected by the wage rates paid in that industry or establishment. In Sydney and Welland, for instance, where the primary steel industry is the predominant source of employment for unskilled workers, the relatively high wage rates paid in that industry raise the average local rate for labourers well above that for most other centres of similar size in the provinces of Nova Scotia and Ontario. Another example of high local average rates for labourers is found in Cornwall, Thorold and Trois-Rivières, where pulp and paper mills are the main employers of labourers, at the higher rates prevailing in that industry.

Year	Index Numbers of Average Wage Rates in Manufacturing <sup>2</sup> All Occupations Surveyed	
	Labourers	including Labourers
1949 .....	100.0	100.0
1950 .....	108.8	106.1
1951 .....	122.7	120.3
1952 .....	134.9	128.4
1953 .....	141.8	134.6
1954 .....	145.7	138.5
1955 .....	149.8	142.2
1956 .....	158.0	149.8
1957 .....	168.4	158.6

<sup>2</sup>Based on annual surveys of wage rates at October 1.

<sup>1</sup>See Labour Gazette, July 1957, p. 880.



Wage rates for labourers in manufacturing appear to have increased slightly faster than those for other representative occupations in manufacturing, as indicated by the table on page 726.

The chief factor responsible for changes from year to year in the average wage rates is the general revision of actual straight-

time rates being paid in establishments. Factors other than changes in wage rates may influence the averages. The most important of these are: changes in the number of employees in the plants, localities and provinces; modifications in survey coverage and reporting methods; and individual adjustments in rates based on merit or length of service.

WAGE RATES FOR MALE LABOURERS IN MANUFACTURING OCTOBER 1, 1956 AND 1957

NOTE.—The average wage rates for Canada and for the provinces are derived from many cities in addition to those shown in the table.

Locality	1956	1957	
	Ave rage Rate per Hour	Average Rate per Hour	Predominant Range of Rates per Hour
	\$	\$	\$
Canada.....	1.42	1.51	.....
Newfoundland.....	1.19	1.47	.....
St. John's.....	1.08	1.14	.95 — 1.22
Nova Scotia.....	1.14	1.21	.....
Halifax.....	1.18	1.28	1.05 — 1.36
New Glasgow.....	1.02	1.11	.91 — 1.27
Sydney.....	1.56	1.60	1.00 — 1.84
New Brunswick.....	1.17	1.26	.....
Moncton.....	1.25	1.35	.95 — 1.65
Saint John.....	1.07	1.08	.80 — 1.21
Quebec.....	1.29	1.37	.....
Hull.....	1.46	1.57	1.39 — 1.73
Joliette.....	1.08	1.12	.93 — 1.23
Montreal.....	1.31	1.40	.95 — 1.74
Quebec.....	1.33	1.33	1.07 — 1.73
Shawinigan Falls.....	1.65	1.78	1.73 — 1.85
Sherbrooke.....	1.04	1.17	1.03 — 1.24
Trois-Rivières.....	1.50	1.58	1.44 — 1.73
Victoriaville.....	1.01	1.03	.83 — 1.18
Ontario.....	1.50	1.57	.....
Belleville.....	1.39	1.46	1.09 — 1.62
Brantford.....	1.37	1.46	1.31 — 1.57
Chatham.....	1.53	1.67	.....
Cornwall.....	1.51	1.60	1.55 — 1.65
Fort William—Port Arthur.....	1.55	1.64	1.43 — 1.73
Galt.....	1.32	1.41	1.00 — 1.54
Guelph.....	1.33	1.41	1.33 — 1.45
Hamilton.....	1.60	1.68	1.30 — 1.90
Kitchener.....	1.37	1.42	1.17 — 1.58
London.....	1.36	1.49	1.24 — 1.65
Niagara Falls.....	1.54	1.65	1.50 — 1.71
Orillia.....	1.10	1.14	.85 — 1.34
Oshawa.....	1.59	1.80	1.56 — 1.98
Ottawa.....	1.14	1.14	.90 — 1.51
Peterborough.....	1.45	1.51	1.47 — 1.60
St. Catharines.....	1.55	1.65	1.50 — 1.86
St. Thomas.....	1.33	1.43	1.39 — 1.45
Sarnia.....	1.59	1.73	1.66 — 1.88
Sault Ste. Marie.....	1.70	1.72	1.26 — 1.84
Sudbury—Copper Cliff.....	1.81	1.94	.....
Thorold.....	1.64	1.77	1.63 — 1.87
Toronto.....	1.45	1.54	1.28 — 1.69
Welland.....	1.61	1.70	1.50 — 1.82
Windsor.....	1.63	1.77	1.69 — 1.81
Woodstock.....	1.42	1.54	1.42 — 1.64
Manitoba.....	1.31	1.35	.....
Winnipeg.....	1.30	1.32	1.03 — 1.59
Saskatchewan.....	1.33	1.40	.....
Regina.....	1.29	1.31	1.20 — 1.72
Saskatoon.....	1.38	1.50	1.30 — 1.73
Alberta.....	1.34	1.46	.....
Calgary.....	1.43	1.58	1.35 — 1.70
Edmonton.....	1.36	1.48	1.20 — 1.73
British Columbia.....	1.60	1.70	.....
Vancouver.....	1.61	1.71	1.58 — 1.84
Victoria.....	1.59	1.74	1.67 — 1.80

# Royal Commission on Coasting Trade

**Rejects proposals to restrict Canadian coasting trade to vessels built and registered in Canada, or even to vessels registered in Canada, and to restrict Canada-U.S. trade to vessels registered in either country**

Proposals to restrict the Canadian coasting trade to vessels built and registered in Canada, or even to vessels registered in Canada, are firmly rejected by the Royal Commission on Coasting Trade as detrimental to the public interest, in the Commission's recently published report.

The Commission also recommends against the restriction of the "transborder" trade—between Canadian and United States ports—to ships registered in one or other of the countries concerned. The report expressed the opinion that "the continued exclusion of outside competition in all the inland services would materially lessen the advantages to be derived from the (St. Lawrence) Seaway".

The Royal Commission, appointed March 1, 1955, was directed to inquire into "all questions within the jurisdiction of Parliament, including questions . . . arising out of the transportation by water, or by land and water, of goods and passengers from one place in Canada to another place in Canada, including the Great Lakes". One of the matters for inquiry particularly mentioned in the terms of reference was "the probable effects of the development of the St. Lawrence Seaway upon the coasting trade of Canada, including the Great Lakes".

The Commission received altogether 173 briefs. "These included representations from shipping and shipbuilding interests (including suppliers of materials and components), provincial governments, municipal authorities, chambers of commerce and boards of trade, trade associations, labour organizations, major Canadian railways, representatives of the agricultural, mining, fishery, pulp and paper, and other industries dependent to a great or less extent upon water transportation, as well as a wide variety of other interests."

The first part of the Commission's report is largely devoted to a review of the history and economics of the Canadian coasting trade, and of Canadian and United Kingdom legislation affecting it. The report then goes on to consider the prospects for Canadian-registered shipping in the coasting trade, the proposed restrictions on that trade, and the history and present position of the Canadian ship-building and ship-repairing industry.

## Prospects for Canadian Ships

"Under existing legislation the Canadian coasting trade is open to vessels on the registries of all Commonwealth countries on the same terms as to vessels on Canadian registry," the report points out. Participation by non-Commonwealth vessels ordinarily is of comparatively small proportions.

In discussing the prospects for Canadian-registered shipping in coasting trade, the Commission says that "on the East Coast and on the Gulf and River St. Lawrence, in the absence of a change in the present law, it is probable that Commonwealth and Canadian vessels would continue to divide the field . . . On the Pacific Coast the use of other Commonwealth vessels is of negligible importance and is likely to remain so."

On the Great Lakes 85 to 90 per cent of the package freight business consists of goods moving from point to point in Canada. The main Canadian operators do not fear the loss of this business to ocean competitors, the Commission says, and it agrees that they have no reason to do so.

But "the greatest concern expressed was with respect to the future of Canadian registered lakers in competition for inland bulk cargoes, including the inland movement of grain destined for export. The trades at stake are both coasting and international. The fears appear justified," the report says.

Under present tax structures, a specialized ocean-going bulk carrier on U.K. registry may have an advantage not only over a Canadian registered laker built in Canada but also over one built in the United Kingdom or otherwise acquired at comparable costs.

## Proposed Restriction to Canadian Ships

On the proposal to restrict the coasting trade to Canadian vessels the Commission says that the Canadian ship operators themselves are divided. The Commission's main conclusions on this question were:

—On the eastern coasts and the Gulf of St. Lawrence, the restriction "could not fail to cause a substantial increase in transportation costs" for a large volume of commodities carried in the coasting trade, with similar effects in some international services. "Applied to the coasting movement



of coal it would cause collapse of the Cape Breton coal industry unless offset by a substantial increase in coal subventions..."

—On the Great Lakes and St. Lawrence River, the restrictions would mean "moderately greater water transportation charges". It would probably cause most Canadian export grain to be shipped directly overseas from the Lakehead, causing a substantial loss of coasting trade. "This loss would impair the competitive position of Canadian operators in the transborder trade. It would not afford any substantial advantage in shipping service."

—On the Pacific Coast the restriction would afford little or no practical benefit to Canadian operators generally or to the public, and hence would lack justification.

The increase in transportation costs and lessening of services that would result from restricting the Canadian coasting trade to vessels registered in Canada would be intensified if it were further required that the vessels must be built in Canada, the report says. It adds that it "would also increase the cost of transporting most of the other coasting cargoes now carried in Canadian-registered vessels".

On the other hand, Canadian shipyards would derive benefit from the added restriction. The Commission puts at \$8,960,000 the value of the average year's orders for ship construction that would be received by Canadian shipyards as a result of the proposed restriction.

The net value of production in Canadian shipbuilding during the 10 years from 1946 to 1955 averaged \$62,655,000 a year; the Commission points out that orders averaging \$8,960,000 a year would be "of comparatively minor assistance in maintaining a shipbuilding industry".

The Commission said it could not express an opinion on the contention that restricting trade to Canadian-built vessels would be justified on grounds of national defence. If this were so, however, it thought "a policy of direct subsidization of ship construction would be the least costly and the most effective way of achieving the desired result."

## Other Submissions

In other submissions the Commission was urged to recommend "that legislation be

enacted to regulate the internal government of trade unions, to revise collective bargaining procedures, to apply the federal Industrial Relations and Disputes Investigation Act to the shipbuilding industry, to impose compulsory minimum wage and maximum working hours in small coasting vessels and to require a labour representative to be appointed to the Canadian Maritime Commission," the report says.

The Commission declared that general questions of policy in labour legislation in matters not peculiar to the coasting trade should be dealt with as such and not as a by-product of an investigation directed at another target.

As to shipyards, they are presently subject to provincial labour relations legislation... Apart from legal constitutional questions that might arise there appears to be no sufficient reason why the general pattern should be departed from in the case of shipyards any more than other local undertakings.

The Commission could not agree that minimum wage and maximum working hours should be imposed on all smaller vessels operating in the coasting trade. "These vessels are frequently operated by family groups under informal employment arrangements in which the persons on board are more in the nature of members of a syndicate. Further, many of these vessels also engage in fishing under profit-sharing and other similar schemes of remuneration which this type of regulation would entirely disrupt. The proposed recommendation would put many of these smaller vessels now rendering useful service, particularly in Newfoundland and St. Lawrence waters, out of business."

Nor could the Commission agree that a labour representative on the Canadian Maritime Commission was essential. "Boards set up to function on general policy in wide fields cannot have representatives of every interest that may be affected by their operations. The functions of the Canadian Maritime Commission extend over all shipping problems. Only a small proportion of these require consideration of labour problems." The Canadian Maritime Commission is itself advised by numerous advisory committees which include an advisory labour panel, the report added.

# 87th Annual General Meeting of Canadian Manufacturers' Association

Wage-productivity-inflation relationships, and union security and the right to work discussed at industrial relations conference that formed part of program of two-day meeting. More than 1,500 delegates present

Two topics currently of great concern to both Labour and Management were discussed at the industrial relations conference at the 87th annual general meeting of the Canadian Manufacturers' Association, held in Montreal June 4 and 5. More than 1,500 delegates attended.

The two subjects were wage-productivity-inflation relationships and union security and the "right to work".

The industrial relations conference was one of seven making up the meeting's program. The others were: a plenary conference on management and one on education, and conferences on trade and tariff, transportation, marketing, and public relations.

The Prime Minister, Rt. Hon. John Diefenbaker, gave the annual dinner address. Gen. Alfred M. Gruenther, President, American National Red Cross and former Supreme Allied Commander in Europe, was the dinner speaker the first day.

In the election of officers for 1958-59, Ian F. McRae, Chairman of the Board, Canadian General Electric Company Limited, was named President, succeeding Harold V. Lush. J. Ross Belton, Director, Gutta Percha & Rubber Limited, was re-elected Treasurer for a fifth time.

## President's Address

"The best solution for our perennial (trade) woes would be an adequate tariff to protect our Canadian economy and our Canadian wage standards from the devastating effects of cheap labour and mass-produced imports," said H. V. Lush in his presidential address.

"If Canada's manufacturing industry is to continue to furnish employment for one out of every four gainfully employed persons, as it does today, it must be permitted to operate in a business climate of fair competitive conditions," he added.

He pointed out that manufacturing is Canada's biggest employer of labour, that Canadian wage rates are three times those of the United Kingdom and Western Europe and eight to twelve times those of Asia, and that United States manufacturers can produce more cheaply than Canadians

can because they are geared to a domestic market containing ten times as many persons as Canada's.

He went on to say that any policy of adequate tariffs should be supported by Canadians' purchasing of the products of their own factories instead of imported products. "In other words," he urged, "Buy Canadian!"

Advising the delegates not to base their appeal on patriotism and sentiment, he urged them to show Canadian consumers that buying Canadian-made goods would bring prosperity to their own families, and not just to some family in the next block.

"We have got to satisfy the Canadian woman in particular that, unless she buys the goods made by Canadians, other Canadian wives will not have the money with which to buy the goods made by her husband." Where will Canadian women get money to spend if Canadian men are out of work, he asked, and how can Canadian men remain employed if the goods they make are not sold?

He warned the manufacturers that the quality of their goods must be first-rate and the price reasonable—things for which they were responsible—if they hoped to persuade customers to buy. Canadian craftsmen are as good as those anywhere and Canadian technicians and techniques the equal of any in the world, he pointed out.

Neither manufacturers nor Labour can afford not to make the "Buy Canadian" symbol synonymous with value for money, he warned. He believed that many Canadians who depend on the manufacturing industry know now that "only disaster can come from forcing wage increases unjustified by productivity improvement, increases that inevitably mean higher prices, consumer resistance and rising unemployment. Labour's desire for a square deal—with which I have every sympathy—must take full account of the cost factor."

Mr. Lush said he saw the CMA's "Buy Canadian" drive as a bridge that could unite Labour and Management across Canada and that could be the means of



introducing a new era of industrial peace based on mutual understanding and trust.

To the obvious comment that Canada's exports would suffer if we didn't buy from other countries, the CMA President pointed out that in the "Buy Canadian" campaign the Association was arguing only that when two comparable products—one domestic and one imported—are displayed for sale, "the shopper is acting in his own best interest by choosing the Canadian product".

Our very survival as a nation, he declared, depends on our willingness to do four things: invest in the development of our own industries, process more of our own raw materials, enforce a realistic tariff policy, and consume our own manufactured products.

Mr. Lush then dealt briefly with the present trade offensive by Russia. He warned that Russia's invasion of the markets of the world has strong political overtones, has been stepped up at a time when North American economic consolidation makes its effects more significant, and has already begun to "pinch our toes".

Let us by all means trade with the Russians where such trade is a sensible, business-like, fair proposition. In fact, let us encourage such healthy trade with every means at our disposal. But let none of us be kidded into welcoming their economic offensive with open arms where its ultimate aim is, to say the least, the embarrassment of members of our own family.

He concluded by explaining that he had refrained from any reference to "this period of economic consolidation through which we are passing" because he believed the delegates knew that "no boom in a free market economy can go rocketing on with never a pause for breath".

There is no cause for fear, he said. "Canada's march will continue . . . This is no time for moaning; it is a time for preparation, of readying ourselves for an even greater wave of expansion than any we have witnessed in the last ten years."

### General Manager's Report

The report of the CMA's General Manager, J. C. Whitelaw, is a review of events and the Association's activities during the preceding 12 months.

Under the heading, "Inflation and Monetary Policy," Mr. Whitelaw points out that despite slackening demand for many commodities and falling world prices for a number of Canada's exports, wages have continued to rise and the consumer price index has kept climbing.

The Association contends that a most serious continuing inflationary pressure in the Canadian economy arises from the use by labour unions of monopolistic power in

continually forcing wage rates, and hence prices, upwards without relation to the demand-supply position of the products concerned or to the increase in the productivity of labour.

On the proper means of controlling inflation, the CMA believes the use of monetary policy is preferable to a widespread system of selective controls. Because the application of monetary controls "bears unequally on different segments of the economy and different geographic regions," the Association has recommended that a new appraisal of Canada's whole financial structure and machinery be made.

On the subject of immigration, the report expresses the belief that the reduced rate of immigration in the first half of this year will be temporary. The CMA continues to emphasize a long-term, liberal immigration policy. "Over the next quarter century Canada will need all the morally, mentally and physically healthy people who will wish to come," the Association declares.

Dealing with taxation, the report records the CMA's recommendation that taxation be reduced, because "if more money is left in the hands of individuals and corporations, it will have a stimulating effect on business generally and, in particular, will make increased Canadian capital available for the much-needed investment" in Canadian industry.

Membership in the CMA at April 30 totalled 6,307, Mr. Whitelaw reported.

### The Prime Minister

Just as he had at the Canadian Labour Congress convention in April (L.G., June, p. 595), Prime Minister Diefenbaker appealed for "restraint" by every group in the community.

"A reasonable degree of stability in prices must go hand in hand with the relatively full utilization of available resources if we are to exploit to the full the tremendous opportunities for further development that lie ahead," he said.

"In times of economic strain we are apt to forget that many of the outstanding business successes have resulted from decisions to seek profits from large volume rather than from high prices," he continued.

"I urge you, therefore, in the interests of your country and of your own, to keep the economy open, competitive and dynamic."

Then he repeated his words to the CLC: "Increased per capita productivity should be the main objective of all Canadian economic activity. The present does not appear to be the time for drastic or over-demanding action by any segments of our

economy. We are not going to meet the unemployment situation if we are priced out of world markets."

The challenges of the years ahead, he explained, are going to require "the joint and common determination on the part of both Labour and Management to increase the efficiency of production to provide, by a formula of common consent, a higher standard of living for the Canadian consumer on the one hand, as well as to assure the maintenance of a competitive position for Canadian products in the markets of the world."

Mr. Diefenbaker had prefaced these remarks with the comment that the continuing rise in consumer prices was a "disquieting feature" of the present situation. Rising prices tend to constitute a major deterrent to spending, he said, adding that "a country that buys and sells as much in world markets as Canada can ill afford to let prices get out of line with those of its competitors".

The Prime Minister began his address by saying that while Canada had achieved political sovereignty we have still to achieve economic sovereignty, which he defined as "that measure of control of our destiny which must be the goal of our planning if we are to match the achievements of nationhood in the political field with an equally decisive achievement in our economic affairs".

While Canadians are now a united people, he continued, there are still economic diversities—differences between regional 'haves' and 'have-nots'; differences between Management and Labour;" and conflicts between special interests: producer and consumer; supplier and manufacturer, importer and exporter, and buyer and seller.

He then appealed to all elements of society to balance special interest with a matching regard to the public interest.

Turning to a review of current economic conditions, which he described as "a period of economic adjustment," the Prime Minister pointed out that the currents affecting Canadian business were predominantly international. The United States is now in the throes of the sharpest economic setback of the postwar period, growth in other major industrial countries has become increasingly hesitant, and declining demand for industrial materials, coming at the culmination of a tremendous build-up of capacity the world over, has resulted in a general weakening in international commodity markets.

The impact of this international market situation upon Canada as a major world supplier of materials has been two-fold. It has adversely affected conditions in mineral and

forest product industries, which together account for nearly two thirds of Canada's exports. It has, in addition, had a dampening effect upon capital expansion, which was previously centred in large measure around the build-up of new capacity in resource-based industries.

He was optimistic, however, that the Canadian economy appeared to be coming through the present period of difficulty with comparatively little dislocation.

The Government had taken the opportunity to use resources that otherwise would have gone into the construction of new plants and equipment for increased house-building, local improvements and other institutional facilities, he said.

He called attention to the fact that most of the decline in outlays for new machinery and equipment had been reflected in lower imports rather than in reduced Canadian production. On the other hand, exports were down only 2 per cent from the same period last year.

Despite Canada's vulnerability to adverse market influences abroad, he continued, over-all production and employment have declined considerably less than in the United States.

The Government has attempted to adapt to Canada the remedies for unemployment that the world's leading economists have prescribed, he said. These he enumerated as: (1) monetary policies designed to stimulate investment and consumption; (2) measures to maintain a high level of personal income, such as higher social welfare payments, tax reductions, cash advances on farm-stored grain, and extension of unemployment insurance benefits; (3) stimulation of housing by lower down payments and income-eligibility requirements under the National Housing Act; (4) provision for larger fiscal payments to provinces; and (5) a major new program of public works.

In addition, he said, the Government's aim was to bring about a greater degree of processing Canada's resources within this country.

"To meet the problem of unemployment, comprehensive action must and will be taken, regardless of deficits in the national budget," the Prime Minister stated.

#### **Gen. Alfred M. Gruenther**

Gen. Alfred M. Gruenther, who was formerly Supreme Allied Commander in Europe, spoke on "Some aspects of the security problem of the free world".

One of the major objectives of NATO, he said, is to prevent war, to have sufficient retaliatory strength that an aggressor will not dare to begin a third world war.



But the problem was not a military one alone, he went on. It is also a political and economic one. "If we are unable to establish contact with the billion and a half people in Asia, we are in real trouble," he said. "If we do not find a way to improve and assist those people we are going to be in real difficulty."

He thought the free world had the solution but it was going to have to widen its horizons.

"If the free enterprise system survives, Communism cannot survive," he declared.

### Election of Officers

Ian F. McRae, Chairman of the Board of Canadian General Electric Company

Limited, Toronto, Ont., was elected President of the Canadian Manufacturers' Association for 1958-59. He succeeds Harold V. Lush, of Toronto.

Other officers elected were: First Vice President, W. H. Evans, President and General Manager, Honeywell Controls Limited; Second Vice President, T. R. McLagan, President, Davie Shipbuilding Limited, and President, Canada Steamship Lines; Treasurer, J. Ross Belton, Director, Gutta Percha & Rubber Limited.

Alan C. Harrop, Manager, Department of Employee Relations, Imperial Oil Company, Ltd., was elected Chairman of the Association's Industrial Relations Committee.

## LABOUR COSTS AND INFLATION

### Dr. Jules Backman

"Canada, like the United States, has been experiencing a wage inflation due to excessive increases in wages and in other labour costs," Dr. Jules Backman, Professor of Economics, New York University, told the industrial relations conference at the CMA annual meeting.

"Between 1947 and 1957," he said, "average hourly earnings in manufacturing industries doubled or showed an annual rise of slightly over 7 per cent. In contrast, output per man-hour for the non-agricultural economy increased only about 2 per cent... These data suggest that a substantial rise in unit labour costs has taken place.

"On the basis of these data, the 10-year rise in unit labour costs was 63.6 per cent, or about 5 per cent per year. During the same period, the retail price index rose 43.8 per cent and the wholesale price index by 39.2 per cent.

"Between 1955 and 1957, average hourly earnings increased by 10.7 per cent or a little more than 5 per cent a year. Since productivity recorded no change in this period, unit labour costs rose by a similar amount. During this period, the consumer price index and wholesale prices rose an average of about 2 per cent a year."

Dr. Backman pointed out that average hourly earnings in manufacturing industries in Canada have risen "spectacularly" from 70.5 cents in 1944 to \$1.60 in 1957. "This increase of almost 90 cents an hour or 12 per cent in a period of approximately 13 years is one of the most sensational increases in your history. However, this period was also one of rising prices. From 1944 to 1957, the consumer price index rose by 63.4 per cent or about half as much as the

rise in hourly earnings. Between 1947 and 1957, real hourly earnings in Canada rose 3.3 per cent per year as compared with a rise of about 2 per cent in output per man-hour. Thus, workers appear to have participated fully and more in the expanding productivity of the Canadian economy during the past decade."

To the arguments that wages have not caused inflation because real wages have risen about in line with output per man-hour, and that it is improper to compare money wages, which are measured in dollars, with productivity, which is measured in physical units, Dr. Backman replied that "higher real wages reflect the combined results of rising productivity and rising prices... To determine the impact of wage increases on prices, it is futile to use changes in real wages.

"The fact is that real wages can rise more than productivity only if workers are able to divert goods and services from other groups to themselves," he declared.

Another point made by Dr. Backman was that despite the rise in retail prices, real wages had risen sharply during the past decade, at a higher rate than national productivity.

He also pointed out that the classical pressures for inflation, namely, unbalanced government budgets and a sharply rising money supply, were not present in Canada and hence "do not explain the rise in prices in the past two years".

Two other explanations are sometimes offered, he went on. These were: (1) excessive price increases by industry, and (2) excessive increases in labour costs. He then pointed out that profits before taxes had declined from 5.9 per cent of sales in

1950 to 4.2 per cent of sales in 1956. "Canadian Industry failed to increase its prices as much as labour and other costs rose."

That increases in labour costs greater than gains in productivity have an impact on prices is illustrated, he said, by the "service" component of the consumer price index, which has been rising steadily. "Services are predominantly labour costs and this is an area of the economy where productivity gains have been at a minimum."

On the basis of the sparse information available, he said, "it appears that the average annual increase in labour costs has been so much greater than the gains in productivity that unit labour costs have risen markedly. This sharp rise in unit labour costs could not be absorbed without raising prices."

Price rises, Dr. Backman pointed out, "take away from the worker part of the gains which he may have thought he was obtaining as a result of the increases in his money wages".

The level of living is determined by the volume of goods and services available. Merely expanding the number of dollars does not raise the average standard of living. Expanding the number of dollars paid without relationship to what is being produced inevitably reduces the purchasing power of those dollars through the process of rising prices.

One of the tragedies of this attempt to ignore elementary arithmetic has been the adverse pressure experienced by those with fixed incomes. Both in the United States and Canada, these groups have had to bear the full burden of price inflation. Thus, those who have received excessive wage increases have been able to increase their own living standards in part at the expense of the living standards of others.

Dr. Backman concluded by making a projection of Canadian productivity trends based on long-term rather than short-term experience. On the basis of experience since 1926, he foresaw a productivity gain in Canada of about 2 per cent per annum.

### Panel Discussion

Dr. Backman's address was commented on by a panel of four industrialists: M. J. Foley, President, Powell River Company, Limited, Vancouver; Gordon Grundy, President, Studebaker-Packard Ltd., Hamilton, Ont.; T. H. Robinson, Industrial Relations Manager, Canadian International Paper Co., Montreal; and J. B. White, Vice President and General Manager, Aluminum Company of Canada Limited, Montreal.

"There seems to be little question that wages have been the principal reason for inflation. We are in for major economic trouble if this trend continues," said Mr. Foley.

Unions have pursued a course that benefits no one, a course that could lead to economic disaster and to unemployment, he said, primarily because employees have not understood what is happening.

Labour cost statistics should include fringe benefits, because these are as much a part of costs as wages, and virtually all costs are labour costs, Mr. Foley declared.

He then asked Dr. Backman two questions: (1) How should increases in productivity be shared between Labour, investor, Management? (2) Do you see any hope of productivity increases?

Dr. Backman replied that everyone must share in the benefits of increased productivity. "The best way is by cutting prices rather than raising wages. The man who puts up the money must get a good share and management is entitled to a share."

Both Canadian and United States employers have given in too easily, he continued, "because you could get it back from the consumer".

Management is as anxious as Labour to give increases when times are good, Dr. Backman asserted, but "in 1958, on what conceivable basis can you justify wage increases?"

Mr. Grundy said the automobile industry was having trouble marketing at present prices, that productivity in the industry had increased very little, and that any change in the hourly rate of production meant a change in the number of workers.

"The rigid application of seniority cuts efficiency 10 per cent," he said, and the Unemployment Insurance Act "is another built-in rigidity that rules out a varying length of work week. The worker can make more staying home than working three days a week".

Mr. Grundy said union and government measures that aim at maximum security impose a strait-jacket on industry.

"In our industry, prices have been more sticky than wages," said Mr. Robinson. "The industry has been forced to concentrate on more efficient methods of production rather than on raising prices. But unions have just as ambitious plans as in the greatest of boom times."

It is in the failure of the unions to realize that conditions have changed that our greatest danger lies, he concluded.

In answer to a question from the audience, Mr. Foley said conciliation always seems to end up in the union's getting more than it would have got otherwise.

To the question, "How can unions be compelled to accept the responsibility for

increasing productivity in return for higher wages?" Mr. Robinson replied: "Unions are organized for what they can get out of industry, not what they can contribute

to it." But Dr. Backman said: "Your best move is to keep unions neutral. It's Management's responsibility to arrange for increases in productivity."

## UNION SECURITY AND THE RIGHT TO WORK

### Prof. Sylvester Petro

"It is inaccurate to infer that right-to-work laws are confined to unorganized areas or to southern states," said Prof. Sylvester Petro, professor of law at New York University, who spoke on "Right-to-work Laws in the United States".

"It's true that southern states are more preponderantly those with right-to-work laws," he said, "but some wholly industrialized states have them.

Prof. Petro defined a right-to-work law as one "prohibiting denial of employment or encouraging the denial of employment because of membership or non-membership in a labour organization".

Outlining the historical and legal background of right-to-work laws in the United States, he explained that one set of courts (Massachusetts, Indiana, Ohio) took the position that arrangements between unions and employers establishing union membership as a condition of employment amounted to an unlawful labour objective and that, therefore, aggressive economic action by unions in pursuit of that objective might be enjoined. Underlying this view was the principle of voluntary association: being voluntary associations, unions could have the right to exclude anyone they might want but could not compel membership. The same courts, he added, by and large considered it permissible for employers to insist on non-unionism by means of "yellow-dog" contracts, i.e., those making it a condition of employment that the employee would not join a union.

Another set of courts (New York and California) took the position that compulsory unionism arrangements were entirely permissible, if not obtained by force or fraud, and that, therefore, unions might take aggressive economic action in order to obtain or enforce such contracts. The theory here, the speaker explained, was that a compulsory unionism arrangement, like any other consensual arrangement, lay well within the right of the parties.

The courts that took this latter position have shown a tendency to hold that if a union secures a closed shop it must admit

all qualified persons to membership, the maxim being that a union may have either a closed shop or closed membership policies but not both.

"Within the last year," Prof. Petro reported, "the California Supreme Court took the final step and ordered a trade union to admit to membership a man with all qualifications for membership who could not find a job without membership—a rather astounding development."

Statutory developments date from the turn of the century. In 1910 the National Association of Manufacturers, he related, proposed a law forbidding both compulsory-union and anti-union agreements. The first statutes made no attempt to prohibit compulsory unionism; "they were uniformly directed to anti-union (yellow-dog) agreements and they were equally uniformly held unconstitutional by the U.S. Supreme Court."

Beginning with the Railway Labor Act of 1926, labour relations laws forbidding all forms of economic coercion by employers against employees who wished to join unions were enacted. The anti-union contract was considered a form of economic coercion.

"Despite the earlier decisions holding unconstitutional the prohibition of anti-union contracts, it has been generally taken for granted that the Supreme Court would not strike down the more recent labour relations laws on this ground," Prof. Petro said.

The Norris-LaGuardia (anti-injunction) Act of 1932 specifically made the anti-union contract unenforceable, and the Wagner Act made it, in principle, an unfair labour practice. The Taft-Hartley Act of 1947, "which goes almost as far as the NAM proposal of 1910," amended the Wagner Act to make its strictures upon employer coercion equally applicable to trade unions.

As a consequence of Taft-Hartley, most forms of compulsory unionism contracts were specifically prohibited, and the Act went on to provide that state legislatures might prohibit "even those forms of compulsory unionism which the national law permitted".



Describing the growth of right-to-work laws in the United States, the speaker told how Florida, in 1944, became the first state to prohibit every known form of compulsory unionism agreement and Indiana, in 1957, the last to date. Indiana is the most intensively industrialized of all states with such laws, he pointed out.

There are now 18 states with such laws: Alabama, Arizona, Arkansas, Florida, Georgia, Indiana, Iowa, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah and Virginia.

Four states—Colorado, Hawaii, Kansas and Wisconsin—while not going so far as to prohibit all forms of compulsory unionism, go somewhat farther in that direction than the federal law. While generally in agreement with the national law, they impose stricter precedures upon unions seeking the kind of compulsory unionism permitted by law.

Three states—Massachusetts, Pennsylvania and Puerto Rico—provide, in general, that a union having a compulsory unionism agreement may not unreasonably deny, or expel from, membership.

Six states—Connecticut, Michigan, Minnesota, New York, Oregon and Rhode Island—by specific statute permit all forms of compulsory unionism agreements between employers and unions representing a majority of employees in an appropriate bargaining unit.

Louisiana has repealed its right-to-work law.

Turning to judicial interpretation of right-to-work laws, Prof. Petro reported that courts in most states have taken the position that the laws do prohibit any form of action to obtain or enforce union security. The United States Supreme Court has ruled them constitutional.

Unions have argued that the laws are unconstitutional because they interfere with "freedom of contract" guaranteed by the United States Constitution. The answer to this argument, Prof. Petro said, is: "What about yellow-dog contracts?"

Other arguments are based on the majority rule principle, on the declaration that compulsory unionism is necessary if unions are to be responsible, and on the belief that unions will be destroyed by anti-union employers unless compulsory unionism is permitted, he reported.

The most serious argument against compulsory unionism, Prof. Petro said, is that if employers may not resist compulsory

unionism under the law, the nation will be characterized by industry-wide unions and it will then be impossible for the nation to accept collective bargaining. "Wages will have to be fixed by the government and it will follow that prices will have to be fixed by the government."

### S. M. Gossage

"We do need in Canada legislation to protect the individual from being refused or deprived of employment because of failure to maintain membership in a trades union, provided such failure does not arise from failure to pay normal dues regularly required of all members."

This was the answer of S. M. Gossage, Assistant Vice President, Personnel, Canadian Pacific Railway Company, to the question posed in the title of his address to the conference: "Should Canada Have Some Form of Right-to-Work Legislation?"

In Canada there is no limitation such as exists in the United States under Taft-Hartley, he pointed out, and "in some ways we have a more urgent problem".

Mr. Gossage's conclusion was that "a problem does exist in regard to protecting the rights of the individual that justifies legislative action in the public interest to forbid provisions making an individual's employment or continued employment dependent of membership in a trades union unless failure to maintain membership arises solely from failure to pay or offer to pay the regular, periodic membership dues.

"I think that Management should support and advocate such legislation," he added, "not in the vain hope that thereby its bargaining position in labour matters might be improved but because it is responsible, as are all citizens, for protecting essential democratic rights and fostering the healthy growth or organisms necessary to the sound functioning of our society."

The legislation he was advocating would be similar to the union-shop provision in the Taft-Hartley Act, he explained. Right-to-work laws in the United States go considerably farther than that, he pointed out.

While he didn't believe Industry should sponsor any wider government intervention in union security clauses, he suggested clarification of the legality of clauses such as the Rand Formula that provide for the compulsory check-off of union dues.

In his address, Mr. Gossage discussed the nature of union security provisions, their origin, their effect, and where they may be going.

"Union security provisions concerning check-off of union dues are directed solely to the financial support of the union," he said. The voluntary check-off is a convenience to the union; the compulsory check-off subjects the individual to a tax in favour of the union but does not compel him into any association with the union; maintenance of membership provisions give unions a strong weapon of control over their members; the closed shop and preferential hiring agreements control entry to employment, the primary motive of which control is the elimination of competition, he said.

Where originally union security clauses sought security against the employer, today union security is often sought against other unions rather than the employer, he declared. "Dissidents would have to duplicate dues payments to support an intervening body."

Early closed shop provisions covered skilled tradesmen and were, for employers, a guarantee of a union member's competence in the trade. These early security provisions were small-scale and local, and developed particularly when the worker's attachment was to his craft rather than to any particular employer.

The growth of "mass unionism" resulted in a radical shift of power between Labour and Management. "In this period of strife the objective of the newer unions was to secure the position against counter-attack and to ensure their financial strength against a waning of membership enthusiasm."

The check-off of dues by the employer has become a generally accepted arrangement because the periodic collection of dues was difficult and expensive for unions, and involved problems for management in trying to prevent collections on the shop floor in working time, and because the cost and burden of payroll deduction on a small scale seemed trivial.

The point I draw from this review of the development of union security provisions is that they represent a logical reaction to a need, and to a need that generally speaking was legitimate, granting the acceptance of unions as an inevitable partner in an advanced industrial structure. The provisions developed may not always have been the wisest to reconcile the best interests of all concerned, but to the extent they spring from legitimate needs their mere cancellation may leave the problem unsolved.

Turning to the effects of the different types of union security, Mr. Gossage said check-off provisions undoubtedly help a union gain some financial security but

involve a minimum of restriction on the free choice of the individual.

Once compulsory association with the union (irrevocable check-off) is introduced in any form, the union hierarchy is presented with a weapon of much greater power. If an employee must remain a member in good standing as a condition of continued employment, the union may have the final say in an individual's employment regardless of his value or conduct as an employee.

Loss of membership in the union means loss of employment; and in the case of industries or occupations with widespread organization it may mean loss of the opportunity to earn a living. This places an enormous disciplinary power in the hands of the union.

Even when strictly controlled by safeguards in the union constitution, it must press strongly towards conformity and obedience to the powers-that-be; under the provisions of many union constitutions it may leave the dissident individual completely at the mercy of the controlling group in the union.

On the argument that a union needs the disciplinary power inherent in the union shop to guarantee compliance with the terms of the collective agreement, Mr. Gossage agreed that a secure union may be easier to deal with and more effective in promoting industrial harmony. But the benefits of such security may be bought at too high a cost, he declared.

While there may be sounder means of achieving those benefits, "Management does well to remember that insecurity for unions is generally destructive of a harmonious and effective relationship," he warned the delegates.

On the closed shop, the speaker pointed out that under a closed shop agreement the union hierarchy can bar a man from pursuing his craft for the rest of his working life—"a control over the rights of the individual not matched by any responsibility to outside authority".

On union-controlled hiring halls, Mr. Gossage said the problem was to retain the advantages—the orderly dispatching of labour to casual jobs or short-term projects, and the guarantee of the competency of the workers supplied—without granting unrestricted power to the union.

The alternatives to union-controlled hiring halls seem to be government control of hiring halls as an adjunct to employment offices or active union-management partnership in the operation of the halls; the choice is obvious, he said. "It would seem to be a challenge to employers in industries with a pattern of hiring halls or union control of labour supply to work out arrangements that will effectively associate management with the unions in this function."

The union shop is a declared objective of much of the labour movement, he went on, but if Management has "a philosophy of acceptance of unions, of recognition of a legitimate and useful function to be performed by them, there is hope that the passage of time may blunt the drive for more extreme forms of security and encourage constructive means of organizing the relationships between management, union and employees.

"The struggle for equilibrium (between the three groups) can be confined in more healthy limits if no one of the parties has real fear for its continued existence," he declared.

Mr. Gossage then defined the interests of each of the three parties. Management's obligation to manage the business demands continued co-operation of the working force; therefore Management has had to agree to restrictions of its power by collective agreement. It is the "duty" of Management not to bargain away powers that are essential to the proper conduct of the business. He included among such powers the selection, disciplining and discharge of employees, all of which are affected by the closed shop and union shop.

But, he pointed out, having written compulsory-unionism clauses into its collective agreements, Management cannot now ask for their legislative prohibition. It may be that society must eventually curb unions' power or impose increased responsibility on them, but in the meantime "Management's job is to seek for areas of stable and constructive relationships rather than attempt to confine an opponent in restrictions imposed from without".

The aim of unions is to achieve status, security and power, he continued. By a willingness to grant reasonable security and status, Management may reduce the unions' drive for power.

Too much power is probably as bad in the long run for unions as too little security. An entrenched hierarchy can lose touch with its membership and generate pressures that may eventually rise to explosive pitch. This is particularly so when open opposition and discussion of controversial issues may be stifled by union control of employment. This suggests that the type of power involved in compulsory union membership as a condition of continued employment is not desirable in terms of healthy growth of the union.

Turning to the individual, Mr. Gossage reminded his audience that in most cases the individual is quite happy to have to be a union member or to have to pay dues. The problem of the individual is generally the problem of the rights of the

minority; respect of the rights of a minority is a hallmark of democratic society, he said.

"In my opinion, in a developed industrial society, making the right to employment dependent on acceptability for membership in a union cannot be justified," he declared.

In some situations security for the union may be the best path to a stable relationship with management. This may require compulsory payment of dues from individuals but, Mr. Gossage thought, this compulsion was not a serious invasion of the right of the individual. "In accepting employment in any organization the individual accepts certain restrictions on his free right of choice."

The speaker could see no difference in principle between a worker's being required to contribute to health and welfare protection and his being required to contribute to the support of a bargaining agent. But there is a clear distinction between a compulsion that may affect the individual's livelihood and one that touches only his pocket, he said.

Mr. Gossage then dealt with the question: "Should a union shop be permitted such as exists in the United States under the Taft-Hartley Act, where a man cannot be deprived of employment except for non-payment of dues, or should union security be confined to a compulsory check-off of dues, as in the Rand Formula?"

If Management should feel that union security is constructive in their particular situation, "I would incline myself to a compulsory check-off of dues," he said, "but I can see no compelling reason for legislative interference with bargaining in this particular area."

The only justification for legislative interference with union security provisions lies in the safeguarding of the rights of the individual, he declared. Recent cases have shown that the remedies available at law to an aggrieved party are not adequate to protect him effectively.

It was because this problem exists that Mr. Gossage believed legislation was necessary to forbid provisions making an individual's employment or continued employment dependent on membership in a union.

## Panel Discussion

To conclude the industrial relations conference, a panel composed of three prominent lawyers discussed the papers presented by Prof. Petro and Mr. Gossage.

Prof. Maxwell Cohen, professor of law at McGill University, said the problem mentioned in Mr. Gossage's paper has four



components: (1) the problem of free association and conditions under which such associations may impose rules; (2) the opportunity for free choice by individuals; (3) the problem of maximum mobility of Capital and Labour with stability; and (4) the claims of minorities in group life.

"The presence of union security clauses is part of a larger story of the search by unions for bargaining strength; attacks on union security by some sections of Management are part of a suspicion of the whole union movement," he said.

The question of union security was, in fact, part of the larger question of the arbitrary use of power in our society, he added.

Prof. Cohen described the present position thus: "Unions are much stronger but they continue to be remarkably vulnerable; Management is far more amenable to the needs of unions than they were; and unions themselves are more conscious of the weaknesses of their constitutional mechanisms and of the need to constitutionalize power."

The term "right-to-work" was a misnomer, he concluded, "because it gives the public the impression that what we are talking about is a guarantee of work".

Raymond Caron, QC, of Montreal, declaring that Management had moved from the

defensive to the offensive, suggested that the CMA aim at complete prohibition of all union security clauses except the voluntary check-off.

"I believe Canada and the provinces should enact right-to-work laws prohibiting all forms of union security, including maintenance of membership and the Rand Formula, except the voluntary check-off," he said.

He described a collective bargaining agreement as a "compulsive" agreement because Management is compelled to bargain in good faith with a party in whose selection it has had no part.

R. V. Hicks, QC, of Toronto, thought unions' objections to right-to-work laws indicated their fear that they might not be able to maintain membership without compulsion. He also believed that unions, as employers were, should have to be "legally constituted personalities".

"A trade union is not the employees' *alter ego*; it is their bargaining agent," he said. "A trade union's true role is to represent the employees in collective bargaining; it is not designed to supplant the employee in his relationship with the employer.

"The question is: Are employees losing control of their bargaining agent?"

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## Conference of Representatives of TUC Unions Catering for Women

Delegates to 28th annual meeting discuss changing pattern of women's employment, participation of women in the trade union movement, equal pay for equal work, and scientific and technical education for girls

The changing pattern of women's employment, participation of women in the trade union movement, equal pay for equal work, and scientific and technical education for girls were the major subjects discussed at the 28th Annual Conference of Representatives of Unions catering for Women Workers, held in London, England, April 25 and 26, 1958.<sup>1</sup>

The 173 women attending the meeting included 144 delegates from 48 affiliated union organizations, 10 delegates from 10 local Women's Advisory Committees,

three fraternal delegates and 16 visitors. Miss B. Anne Godwin, OBE, Chairman of the National Women's Advisory Committee, presided.

(The National Women's Advisory Committee, an advisory body of the TUC dealing specifically with the problems of working women, is composed of seven members of the General Council of the TUC and five representatives nominated by affiliated union organizations and elected at the Annual Conference of Representatives of Unions Catering for Women Workers. Local Advisory Committees are organized in the industrial centres of the country.)

The conference discussed and adopted the Advisory Committee's report for 1957-58 and passed a number of motions dealing

<sup>1</sup>Women Workers, Report of the 28th Annual Conference of Representatives of Trade Unions Catering for Women Workers, London, April 25 and 26, 1958. Published by Trades Union Congress, London W.C.1.

with women's wages, educational quality for women, factory rest rooms, and part-time workers, among other subjects.

Women's membership in organizations affiliated to the TUC totalled some 1,401,400 in 1957, an increase of more than 17,000 from 1956.

### Changes in Women's Employment

The remarkable changes in women's employment were stressed by the Chairman in her opening remarks. Not only has the number of women working risen greatly—eight million women were in paid employment in Britain in 1958, compared with six million in 1939—but the increase in the number of married women working has been startling. In 1950 (the first year for which statistics are available), married women in employment numbered 2,850,000; by 1956, the number had risen to 3,720,000, i.e., in that year nearly 50 per cent of all women working in Britain were married.

The economic consequences of employing married women in such large numbers were touched upon. "For years," Miss Godwin stated, "they (married women) have been the only additional source of labour available to meet the expansion of industry and the increase in production. Industry, be it noted, has expanded on women's rates of pay.

"In many homes, a comparatively high standard of living has been secured only on the basis of two incomes going into one house." The fear was expressed that should the present rising unemployment trend continue, the position of married women in industry would be affected and with it the standard of living in many homes.

### Participation of Women in Trade Unions

The vital need for greater participation by women in the trade union movement was emphasized by many delegates. The report of the Advisory Committee outlined a number of events undertaken during the year by local women's committees to interest women in joining the ranks of organized workers. One of these was "Festival of Women" held at Wembley in June 1957.

Because delegates thought that interest alone was not enough and that women should play as large a part as possible in the trade union movement, the conference requested the appropriate body in the TUC, in co-operation with the Women's Advisory Committee, to consider "what measures should be taken to encourage Trades Councils to undertake activities which will attract women to participate".

### Equal Pay for Equal Work

A motion dealing with equal pay expressed alarm at the "continued policy of the employers in refusing to concede the principle of equal pay for equal work or the rate for the job". Although the principle had been accepted for some administrative workers, civil servants, teachers and local government workers, progress in the industrial field was not satisfactory.

One of the reasons advanced for this lack of progress was that women in industry are badly organized. Individual unions should exert strong pressure in their own areas and women should be made aware of how much their unions can do for them, it was recommended.

The low level of women's wages was also discussed and the danger of "cheaper labour" in periods of unemployment was underlined. The conference expressed the opinion that the trade union movement should give special consideration to the need for a co-ordinated policy aimed at raising the whole level of women's wages.

### Educational Equality

Educational equality for women was another of the conference's objectives. In particular, attention was focused on the limited opportunities offered to women to study scientific and technical subjects. This largely stemmed from the shortage of teachers of scientific and technical subjects in girls' secondary schools.

Parents also had a part to play, it was pointed out, not only in encouraging their girls to study scientific subjects but in exerting pressure on girls' schools to provide adequate training in this field.

The conference passed a motion requesting the TUC "to press the Government to take all possible steps to increase the number of qualified women teachers of science and mathematics and to see that all girls' schools are as well equipped as boys' schools for teaching" these subjects. Unless this were done, the delegates felt, the improvement of living standards in this technical and scientific age would be prejudiced.

### Weekend Schools for Women in Unions

The TUC organizes eight weekend schools each year for the purpose of stimulating the interest of women members of affiliated unions in trade unionism and to encourage them to play a more active part within their own organization. The National Women's Advisory Committee regards these schools as among the most successful of its activities.

The schools are intended primarily for women new to the trade union movement but the report of the Advisory Committee shows that about one fifth of the 215 women attending in 1957 had previously attended one or more similar schools. Two weekend schools for advanced students have therefore been approved for 1958. Study in these schools will be more specialized than in the regular ones.

### TUC Summer Schools

In 1957, of the 177 persons attending TUC summer schools, only 24 were women. Forty places are reserved for women each year and the conference expressed concern that the facilities available were not being fully used.

Among the reasons advanced for the small number of women attending these schools were that domestic duties made it difficult for married and often single women to attend classes and that many women suffered from a feeling of diffidence in attending courses with men. The con-

ference passed a motion urging women to take full advantage of the educational facilities offered by the TUC General Council and by their own individual unions.

### Part-Time Workers

About three quarters of a million women were in part-time employment in Britain in 1957, and the rising trend of married women working indicates that this type of work will be more and more sought after. A motion was passed, therefore, "that in view of the number of married women who have to go out to work the conference asks the Women's Advisory Committee to investigate the opportunities for part-time work and the wages and conditions operating in part-time jobs".

Among other subjects dealt with were: the need for day nurseries for children of working mothers, for legislation regulating health, safety and welfare conditions in non-industrial employment, and for the protection of workers in occupations involving exposure to radiation, and the effects of automation on women's employment

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## Industrial Fatalities in Canada during First Quarter of 1958

Deaths from industrial accidents\* decreased by 137 from the previous quarter. Of the 212 fatalities in the January-March period, largest number, 48, occurred in construction; 36 occurred in manufacturing

There were 212† industrial fatalities in Canada in the first quarter of 1958, according to the latest reports received by the Department of Labour. This is a decrease of 137 from the previous quarter, in which 349 were recorded, including 38 in a supplementary list.

During the first quarter there were four accidents that resulted in the deaths of three or more persons in each case. On March 5, 11 men were drowned at Laval Des Rapides, Que., when the coffer dam in which they were working collapsed under

the pressure of ice. At Angus, Ont., six civilian employees at a government explosives depot were killed when charges they were handling exploded and demolished a 100-foot-long building. Three fishermen from Port Simpson, B.C., were lost on January 6, when their fishing vessel was wrecked during a storm. On February 28, three men working on a power project on the Peribonca River, Que., were killed when the rock drill they were using struck a dynamite charge.

Grouped by industries (see chart p. 742), the largest number of fatalities, 48, was in construction. This figure includes 22 in highway and bridge construction, 16 in miscellaneous construction and 10 in buildings and structures. In the same period last year, 64 fatalities were recorded in this industry: 27 in buildings and structures, 21 in miscellaneous construction and 16 in highway and bridge construction. During the fourth

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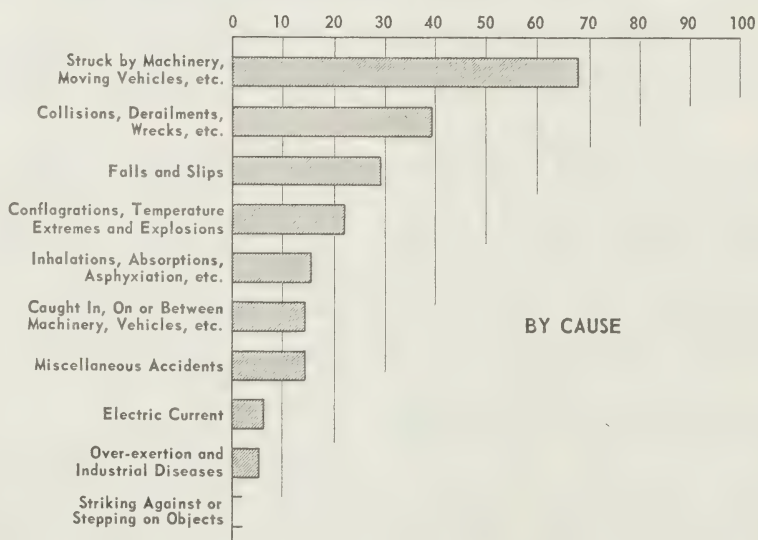
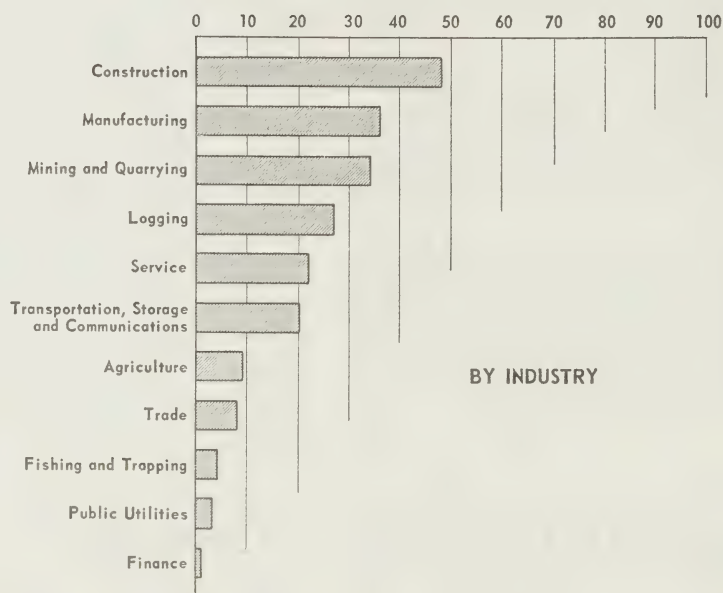
\*See Tables H-1 and H-2, page 818.

†The number of industrial fatalities that occurred during the first quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 56 fatalities for which no official reports have been received.



# INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1958



Source: Economics and Research Branch, Department of Labour.

quarter of 1957, 85 fatalities were listed: 39 in buildings and structures, 24 in miscellaneous construction and 22 in highway and bridge construction.

In manufacturing there were 36 fatalities; of these 10 were in wood products, 9 in iron and steel and 7 in the transportation equipment group. For the same period last year, 55 deaths were reported, including 14 in iron and steel, 13 in wood products and 10 in the transportation equipment group. Work injuries during October, November and December 1957, resulted in 50 deaths, of which 10 were in each of the iron and steel and transportation equipment groups, 7 in wood products and 5 in food and beverages.

Mining accidents caused the deaths of 34 persons, 18 occurring in metalliferous mining, 9 in non-metallic mineral mining and 7 in coal mining. During the first three months last year, 43 fatalities were recorded in this industry. These included 24 in metalliferous mining, 13 in non-metallic mining and 6 in coal mining. In the fourth quarter of 1957, 57 deaths were reported: 34 in metalliferous mining, 14 in coal mining and 9 in non-metallic mining.

Accidents in logging resulted in the deaths of 27 persons during the first quarter of 1958, a decrease of 6 from the 33 that occurred during the same period last year. In the fourth quarter of 1957, 32 lives were lost in this industry.

In the service industry, accidents were responsible for the deaths of 22 persons; this is an increase of 3 from the 19 recorded during each of the first and fourth quarters of 1957.

During the quarter, accidents in the transportation industry resulted in the deaths of 20 persons including, 9 in steam railways, 6 in local and highway transportation and 4 in water transportation. For the same period of 1957, 56 deaths were reported, of these, 22 occurred in local and highway transportation, 16 in steam railways and 15 in water transportation. During October, November and December 1957, 57 deaths were recorded, of which 16 were in local and highway transportation, 14 in each of the steam railways and water transportation groups and 8 in air transportation.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

An analysis of the causes of the 212 fatalities recorded during the quarter (see chart 000) shows that 68 (32 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects." Within this group the largest number of deaths, 16, was caused by falling trees or limbs. Nine were caused by automobile or trucks, nine by objects falling or flying in mines or quarries and eight by cranes, derricks, other hoisting or conveying apparatus.

In the classification "collisions, derailments, wrecks, etc.," 39 fatalities were recorded. These include 20 as the result of automobile or truck accidents, 12 tractor or loadmobile accidents and 4 involving watercraft.

"Falls and slips" were responsible for 29 fatalities during the period, 26 of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia there were 37 and in Quebec 33.

During the quarter under review there were 93 fatalities in January, 53 in February and 66 in March.

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A series of four articles based on the Department's recently published *Survey of Married Women Working for Pay in Eight Canadian Cities* has been published in *Asahi Shimbun*, one of the most widely circulated daily newspapers in Tokyo.

Japanese interest in this study stems from the postwar increase in the number of married women workers in that country and the problems they face in fulfilling the dual role of homemaker and worker.

# Successful Rehabilitation—VIII

Eighth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the eighth in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person not by coincidence but by a precise matching of the person to the job.*

A woman who continued to work as a lining-maker and power sewing machine operator for 12 years despite the crippling effects of a rare ailment finally had to leave that type of work and was seeking other employment.

The disease, which struck her when she was 26 years old, affects the muscles and nerves of the back and spine, causing grotesque curvatures of the spine: she was bent forwards and sideways at about a 60-degree angle and had to support her head by holding it up with her hand. It did not affect the use of her legs, arms or hands, however.

As the cause of the disease is not known, a complete cure is doubtful.

The special placement officer was very much startled when she first saw the woman about 18 months ago when she reported to a National Employment Service office to file a claim because of a temporary layoff. Since her first visit, she has been interviewed on several occasions in the special placement unit and the officer has noted a remarkable progress in her condition. Through therapy treatments, she can now stand up straight, unsupported, for several minutes. Although her walking

position is the same, when seated she can sit up straight and hold her head upright without any support.

In January of this year when she again reported to the SPO, she was mentally depressed. She told the SPO that she could no longer continue as a power sewing machine operator but had to support herself. She was very despondent as she did not know what else she could do.

Her doctor was contacted before rehabilitation was considered. He told us that, as she was the eldest of eight children, during the depression she had to go to work at the age of 15 and therefore was unable to continue her education beyond Grade VIII. He assured us, however, that intellectually she was capable of holding a much more responsible job.

We then called the Dominion Business College and explained the situation to the principal. He kindly offered to give her a trial as a typist trainee for a week, free of charge. This was done, following which he reported that while her learning ability was good and her work showed promise, in his opinion she would not be acceptable to employers "as her handicap seemed to have a depressing effect on the class and might also have the same effect on an office staff, in spite of her good assets such as her pleasant manner, good speaking voice and attractive style of dress". Because of this report, the rehabilitation services were hesitant to refer her for a training course.

On her own initiative, she rented a typewriter and continued practising until she reached a speed of 30-35 words per minute. Her work was accurate and well set up. The NES then decided to train her as a telephone receptionist with typing ability as an asset. She was referred to the Crippled Civilians for training as a switchboard operator. Again, however, the training officer could not give any encouragement as to her employability, although he did say her learning ability was excellent and her pleasant manner and clear diction were definitely suitable to telephone work.

The SPO still felt convinced that the woman was employable and acceptable to employers and made several employer relations visits for this purpose. Eventually the SPO was successful in having a personnel

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

*Continued on page 764*



# Rehabilitation Demonstration at ILO

Delegates to 42nd International Labour Conference see demonstration of U.S. rehabilitation techniques by patients of Dr. Howard A. Rusk, Director, Institute of Physical Medicine and Rehabilitation, New York

The importance of adapting to national circumstances and national policy the methods used to promote the employment of physically handicapped persons was pointed out by a recommendation adopted by the International Labour Organization in 1955. This is illustrated by the contrast between the policy followed by Great Britain and some other countries, and that favoured by United States authorities.

Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation, New York University, and President of the World Rehabilitation Fund, writing in the *New York Times* says that in Great Britain and some other countries of Europe the government requires that the physically handicapped shall be given priority for certain kinds of work. Employers must hire a fixed percentage of their employees from special registries of the handicapped.

Typical jobs that are thus reserved are running elevators and looking after parking lots.

Brazil is now considering the establishment of such a compulsory quota system.

In the United States, on the other hand, most authorities on rehabilitation are strongly opposed to such a plan, Dr. Rusk says. They assert that the emphasis should be on ability rather than on disability; and they contend that to guarantee employment for those who suffer physical disability serves as a deterrent to rehabilitation and individual initiative.

They argue that the method provides no incentive to the disabled person to improve himself or to the employer to make the most of disabled workers. Instead of this the American authorities favour the methods laid down by the President's Committee on Employment of the Handicapped.

In this system the underlying idea is that nearly all handicapped persons, even those severely handicapped, can become productive workers if properly rehabilitated, trained and placed in the right kind of jobs. As evidence of the slower but more effective results of this system its exponents contend that physically handicapped workers are suffering less in the

present recession in the United States than in previous periods of the kind.

To show the results that can be obtained by the methods of rehabilitation used in the United States, a special demonstration was given to delegates to the 42nd International Labour Conference in Geneva by Dr. Rusk and two of his former patients.

One of the patients, Paul Francolon, a French jockey and twice winner of the Grand Prix, broke his back in a racing accident in 1946. After spending seven years in bed he came to New York for treatment, and learned to walk with braces and crutches. Since returning to Paris five years ago he has been employed at one job.

The other patient, Steve Kalcandis, a former major in the Greek air force, became paralysed as a result of a flying accident.

The purpose of the demonstration, the idea of which originated with David A. Morse, Director General of the ILO, was to impress upon the delegates the social and economic possibilities of rehabilitation of the physically handicapped.

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A further step towards rehabilitating the handicapped in Canada has been taken with the opening in Toronto of Operation Reliance Limited, according to an article in *Industrial Canada* for May 1958.

The firm has a twofold task—giving employment to handicapped persons and training them to take positions on a competitive basis with persons who are not handicapped. The plant can employ 30 persons at a time.

Management has indicated that Operation Reliance is not looking for charity to carry on its work. It is in the industrial field on a competitive basis and intends to remain so.

At the present time the firm has four contracts to make parts for plastic windshields for motor launches, parts for assembling charcoal broilers, and other items.

The company is patterned after a U.S. firm, Abilities Incorporated, which was started in 1952. Today that company has more than 300 handicapped persons on its payroll. It began with four.

# 65th Annual Meeting of the National Council of Women

"Women in the world of work," one of reports discussed, outlined four topics for study by local councils: equal pay legislation, household workers who "live in," married women working, and vocational training

A report on "Women in the world of work" by the trades and professions committee of the National Council of Women was discussed at the Council's 65th annual meeting, in Vancouver, B.C., June 5 to 11.

In her report, Miss Eleanor Morley, Chairman of the committee, drew attention to the changing pattern of women's employment in Canada. "One of the most striking changes in the composition of Canada's labour force over the last 20 years has been the increasing participation of married women in paid employment," the report stated.

"Education and vocational training have had an important influence on women's employment. Women generally have been quoted as unwilling to take vocational training and education for the professions. It is now an established fact that many women will be in the labour force for most of their adult lives, excepting during child-bearing and child-rearing. Even though their immediate sights may be set on marriage, young women must be encouraged to seek further education and training in a specific profession or occupation."

The report of the trades and professions committee outlined the four broad areas suggested for study by the local councils during the year. These were:

1. Equal pay legislation, with a view to promoting it in provinces where it does not exist and to examining its effectiveness in provinces where it does.

2. Household workers employed on a "living-in" basis. Difficulties in finding persons willing to become household workers. Promoting coverage of these workers by the Unemployment Insurance Act and the Workmen's Compensation Act.

3. Married women working. Examination of the special problems confronting the married woman with a job outside the home.

4. Vocational training facilities. Promoting improvement of facilities for the training of both young and older women in skilled occupations.

Reports from local councils showed that the suggested subjects received attention in many parts of the country.

The Edmonton Local Council reported the introduction of Equal Pay Legislation in Alberta in 1957 "after several years of... concentrated effort on the part of interested women's groups". In Halifax and New Westminster the question of extension of Unemployment Insurance Coverage and Workmen's Compensation Benefits to household workers employed on a "live in" basis was being studied. A panel discussion on the employment of women was reported by the Vancouver Local Council. Various aspects of the question were covered, from "Her first job: How is she equipped for it?" to "The mature woman re-entering employment after a lapse of time." Resolutions were passed in May by the Calgary Local Council requesting the federal Government to re-establish courses it once provided for training and certifying household workers and to greatly expand the vocational training program to accommodate the older person as well as the young person.

The trades and professions committee is one of a number of standing committees of the National Council of Women, whose object is "to unite in a Dominion federation, for the betterment throughout Canada of conditions pertaining to the family and the state, all societies and associations of women interested in philanthropy, religion, education, literature, art or social reform."

Twenty-two nationally organized societies are now affiliated to the Council, which in 1957 had 50 local and seven provincial councils throughout the country.

During the past winter, several local councils co-operated in promoting the Department of Labour's campaign to further winter employment.

## 50 Years Ago This Month

**Nine-hour day established in shops of Canadian Northern Railway but at cost of 2-cent-an-hour pay cut. Railway builders increase activity**

A nine-hour day was established, and some skilled workers agreed to a reduction of 2 cents an hour, under a new schedule of working conditions that went into effect on May 1, 1908, for shop hands of the Canadian Northern Railway in Winnipeg.

Employees of the Ottawa Electric Railway, as a result of an agreement reached before a conciliation board appointed under the Industrial Disputes Investigation Act, received an increase in wages of 1 cent an hour, or 10 cents a day for a standard day's work. The LABOUR GAZETTE for July 1908 reported also that "a substantial benefit accrued to the employees of the second, third and fourth years, in having the whole instead of half the cost of their uniforms provided by the company. Some minor changes in working conditions were also agreed upon."

It was estimated that 24,000 harvesters would be needed to help in gathering the western crop, which promised to be the largest the Prairies had ever had.

"The number of men engaged on railway construction was increased during June, but the supply of labour was equal to the demand. It was estimated that in July about 9,000 men would be employed on the Grand Trunk Pacific railway alone," the LABOUR GAZETTE said. Some 1,000 labourers were reported to be at work on the extension to the Temiskaming and Northern Ontario Railway, grading north and west of the Abitibi River, and about 800 men were grading on the International Railway in New Brunswick.

"It was announced by the government that a railway from Saskatchewan to Hudson Bay, a distance of about 500 miles, and at an estimated cost of \$30,000 per mile, would be built," the GAZETTE reported.

"In connection with the carrying out of civic improvement works in the city of Winnipeg, Man., under fair wages schedules, it was recently proposed that in view of the large number of men of varying efficiency unemployed in the city the candidates offering themselves for work should be graded according to their capacity and paid accordingly," the LABOUR GAZETTE reported. "The proposal to abrogate the fair wages principle was not approved, and the city therefore is employing only the

more able-bodied among those presenting themselves."

It appears that "a slight difficulty" occurred between the management of the Dartmouth ferry in Halifax and the engineers employed by it. In August of the previous year the engineers had agreed to a reduction in pay from \$67 to \$65 a month because their hours were shortened. Since then their work was said to have increased and they asked that the rate of \$67 should be restored, "this being the same pay they received some 14 years ago, with 25 cents per hour for shop work".

This request evidently not being granted, four of the engineers stopped work. "This only left the chief engineer to operate the steamers, and as there was much difficulty in handling traffic, there was a consultation held between the management and the engineers on June 25, when the increase was granted and the engineers resumed work." The LABOUR GAZETTE adds: "The engineers had not immediately left work, as they might have done, but worked several hours so as not to have the line completely stopped. This no doubt greatly expedited the settlement."

The locomotive works and the Angus shops of the CPR in Montreal, which had been running with only a quarter of their staff for six weeks, re-opened in June 1908 as a result of orders for 150 locomotives, and 600 hands were taken on "for both night and day work".

The LABOUR GAZETTE reported that the Halifax city council "at its session on the 26th June unanimously granted \$500 to be expended jointly by the council and the Trades and Labour Council in entertaining the delegates to the Trades and Labour Congress of Canada at the meeting to be held in September."

In Regina a deputation representing the Trades Congress of Canada and the Regina Trades and Labour Council waited on the Government to protest against the proposed employment of convict labour in the construction of the Broad Street bridge. The Government assured the deputation that considering, as the GAZETTE put it, the "numbers of unemployed free men to be had," it did not intend to employ convict labour.



# INTERNATIONAL LABOUR ORGANIZATION

## Minister Addresses 42nd Conference

Declares Canada's most important labour legislation is that which "establishes ground rules for collective bargaining". Claude Jodoin, Worker Delegate, participates in debate on Director-General's report

Canada's most important labour legislation, Hon. Michael Starr, Minister of Labour, informed delegates to the 42nd Session of the International Labour Conference at Geneva, is not that which deals with minimum wages, hours, or even health and safety—important though these matters are.

"It is rather our legislation which encourages and establishes ground rules for collective bargaining. This legislation establishes a procedure for employers to recognize the union representing the majority of their workers and for bargaining in good faith between parties.

"Freedom of association, which has long been a fundamental right of Canadian workers, has thus been strengthened and given flesh and bones and blood. With that sort of approach to labour problems the role of the Government in labour-management relations in Canada, though important, is secondary.

"The Government is prepared to enforce and protect the workers' right of organization where necessary, although any positive action in this respect is seldom called for. It is also ready to protect each party against unfair practices by the other. It offers conciliation services when negotiations break down."

The Government provides information and statistics on various economic trends which the parties can take into consideration when they bargain, he continued, and helps to provide a generally favourable economic climate. "This includes striving to promote and maintain employment, income and investment, sound standards of social security, and various types of safety and protection measures," matters that cannot be adequately dealt with by collective bargaining.

Mr. Starr welcomed the emphasis the ILO is currently putting on its industrial relations program. "The ILO can do useful

work, I believe, in providing means for the exchange of information on methods of industrial relations in various countries," he said.

In Canada, appraisal of the way different methods of industrial relations are working out in practice is continually going on, he said, citing the grant by the Department of funds to the universities for independent research in this field. He also called attention to the current study of Ontario labour relations legislation by a committee of the Legislature.

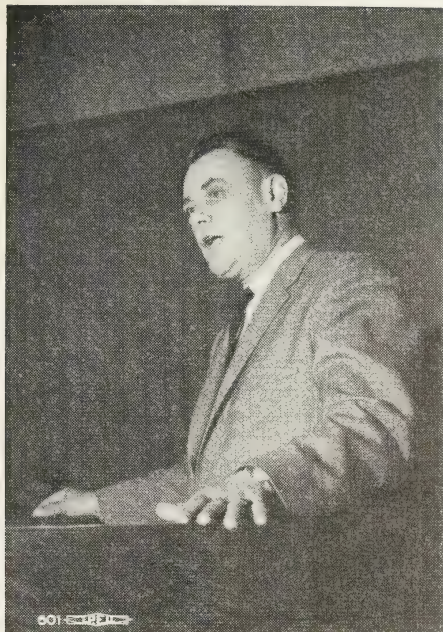
In the same spirit I have recently invited employer and labour organizations to express their views on our federal legislation. This constructive review of our experience is a vital part of our search for better patterns of industrial relations, and in this spirit also we are very much interested in a new approach the ILO may be making in its expanded industrial relations program.

The rise in Canada's average standard of living has meant that more attention can be paid to groups below the average, the Minister said. "Hence, there has been an upsurge of interest in the older workers, in handicapped workers and in the problems of minority groups."

Legislation is not always the answer in dealing with these matters. "It is next to impossible, for example, to find legislation that goes all the way to providing for women workers' satisfactory wages and equality of opportunity to fill the high-paying occupations."

While commending the ILO's Conventions and Recommendations on these subjects, he warned that exclusive emphasis should not be put on this form of approach.

If we put too much reliance on the setting of legislative standards, whether at the national or international level, we are deceiving ourselves. We must also seek to achieve our aims by study and education, and by the exchange of information based on our varying types of experience.



**Hon. Michael Starr**  
Pledges Continued Support

This is what we are doing in Canada to supplement our legislation on equal pay and fair employment practices, through publications, talks, conferences, panel discussions, films and other devices. And I believe there is a clear role for the ILO, beyond the adoption of international instruments, in promoting discussions as to how the objects of the instruments may be implemented...

Mr. Starr then presented statistics illustrating the rapid pace of Canadian economic expansion during the past 10 years. Population has increased from 12½ million in 1947 to some 17 million, and the labour force has expanded by well over a million workers to six million today. The rapid pace in economic development was reflected in rising incomes and consumption.

"A reduced tempo in economic activity began to appear in 1957, a trend that continued into 1958. Investment and employment both eased off towards the end of 1957," he said. He attributed the reduction in job opportunities to reduced demand for consumer durables and a smaller cut of pulpwood.

By early 1958 total employment fell slightly below year-earlier levels. Although employment levels held up well, unemployment rose substantially.

About half of the unemployment during the past winter was due to customary seasonal layoffs, principally from the agriculture, construction, transportation, logging, lumbering and fishing industries.

The other half developed partly from a weakening demand for labour and partly from a rapid rise in the labour force. This rapid growth in the labour force was due mainly to the 282,000 immigrants, an unusually large number who came to Canada in 1957. I am happy to say, however, that the worst seems to be over and that the situation is improving.

Mr. Starr went on to say that the Government of Canada has taken a number of "vigorous steps" to stimulate employment, mentioning that last year \$300 million was made available for building of homes; there was a reduction in personal income taxes; the period of seasonal benefits for unemployed workers was extended, and this was further extended this year.

While the number of unemployed persons in Canada was 500,000 in the middle of April, the number of persons employed at that time was greater than had been the case a year earlier.

Mr. Starr complimented the ILO for its imaginative search for ways and means of providing direct assistance to countries that are developing their labour standards, and noted that he was impressed a few weeks ago by the speed and competence with which the ILO Office supplied his Department with information on how other countries were dealing with a particular administrative problem in which Canada's Labour Department was interested.

Great admiration for the fundamental objectives and activities of ILO were expressed by Mr. Starr. He pledged the "continued support of the Government and people of Canada for the ILO and the aims and objectives for which it stands".

#### Claude Jodoin

The "crying need" for internationally conceived capital development projects in less-developed countries, and for economic aid and technical assistance programs in the constant battles against poverty, disease and ignorance, was drawn to the attention of the delegates by Canada's Worker Delegate, Claude Jodoin, President of the Canadian Labour Congress.

"We in Canada are particularly pleased with the activities of the ILO in the newly developed nations of the world and with the realization that the scope and emphasis not only of social policy... but of the whole world picture have changed markedly since the Second World War."

The Canadian labour movement, in association with free labour everywhere, has consistently made its voice heard against colonial oppression and supported national self-determination, and welcomed the achievement of independent status by

some 20 nations containing more than one third of the world's population, Mr. Jodoin declared.

Comparatively few gains have been made in the economic and social fields, he added. "If world peace is to be maintained, the frightful gap between the have and have-not nations of the world must be narrowed and ultimately filled."

The CLC President commended the activities of the ILO in the less-developed countries, the expansion of regional activities, the new emphasis placed on industrial committee meetings and discussions and the part played in these meetings by the industrially less-advanced countries, the growth of the ILO Expanded Program of Technical Assistance and the emphasis placed on the manpower and migration programs.

The ILO contribution to the problem of labour-management relations is of great significance and we are prepared to share our experience in this field with other countries, he said. In view of the wide range of activities we cannot but welcome the renewed interest in management development and workers' education.

Because with all the goodwill in the world, with the most efficient and dedicated staff, with imaginative leadership, the ILO nonetheless cannot afford to develop any fundamental new approaches for the benefit of the new nations and member states of the organizations, he pointed out. "There is a crying need for internationally conceived capital development projects in the less-developed countries and for economic aid and technical assistance programs in the constant battle against poverty, disease and ignorance. This tremendous task must be tackled by the more fortunate member states, working through the United Nations agencies which were created for that specific purpose. And unless this problem is tackled with speed, generosity and imagination the ILO cannot hope to make a substantial contribution in the foreseeable future to the welfare of the people in newly independent nations."

Although Canada has been one of the most generous contributors, per head of population, to the international agencies responsible for rendering technical assistance and technical aid, he said, "we nonetheless feel that we are not doing enough and that a larger portion of our total national income should be channelled into economic aid projects to less-developed nations."

A vastly expanded program of capital development and economic aid is still one of the most pressing and unresolved problems facing mankind, Mr. Jodoin said.

He agreed with the remarks of Director-General Morse in his report to the conference that "the value and prestige of the ILO's work rest in large part upon the traditional research, information and standard-setting activities of the ILO. The new methods and approaches discussed in this report are necessary, and already are of proved value, since they bring the ILO's work to more people in practical ways. These new activities complete the picture, highlight it in new ways, but must never be allowed to obscure the fundamental composition and background provided by traditional work."

Mr. Jodoin said he would prefer to see the Organization take a new look at existing Conventions and Recommendations, adjust some of them to the changed and still changing conditions of the newly developing industrial society, and begin research and discussion on new standards so as to fill the gaps which obviously still exist, rather than halt its search for new standards and its expansion of the International Labour Code, as some have suggested.

The tripartite structure of the ILO lends itself admirably to this work and to the fulfilment of the basic aims and purposes of the Organization. It also gives the ILO an additional advantage over other international organizations in bringing its program closer to the great mass of the people of the world and in associating the workers' and producers' organizations in the formulation of policy and in support for budgetary expansion on the part of member states.

He concluded by assuring the delegates that the ILO "will continue to enjoy the full support of the wage earners of Canada and the organized labour movement of our country".

### Chairman of Governing Body

In his speech at the opening of the Conference, Emilio Calderon Puig, Chairman of the ILO Governing Body, noted that the conference this year was being held at a time when technology, nuclear physics and the exploration of space had taken tremendous strides forward.

"Men in every part of our planet," he said, "are fearfully scanning the horizon to try to find out where these changes are leading us.

"Hitherto, the dismal truth is that their contribution towards peace and the raising of the living standards of the working masses has not equalled their contribution towards the fears and anxieties of our time. We must achieve peace within a just and human international order, or witness the



annihilation of 20th Century civilization and the cultural heritage handed down by our forefathers."

The ILO was a powerful force that could help to promote co-operation in the cause of world peace, he added.

Referring to ideological differences, he said: "Our task is not to perpetuate social inequalities and the barriers which keep countries apart, but rather to combat them with energy and determination—to enhance man's self-respect by enforcing human rights, in short, by helping to foster conditions in which the world can return to common sense and man can devote his energies to the task of peace."

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## Conference President

Basanta Kumar Das, Pakistan's Minister of Labour and Education, was elected president of the conference. In his address to the delegates he told them that the peoples of Asia, where more than half the world's population dwells, are emerging successfully through their struggle for political independence; they are still fighting their battles against poverty, unemployment, underemployment, inequalities, ignorance and disease.

At press time the Conference was still in session.

## Ireland Tenth to Ratify Forced Labour Convention

Ireland last month ratified the ILO Convention on the Abolition of Forced Labour, the tenth nation to do so since the Convention was adopted at last year's International Labour Conference.

Ratifications by Italy of two Conventions on freedoms have also been registered. The two Conventions are: the Convention on Freedom of Association and Protection of the Right to Organize (No. 87) and the Convention on the Right to Organize and Collective Bargaining (No. 98).

Convention No. 87 has now been ratified by 33 countries, No. 98 by 38 countries.

### Ratifications Now Exceed 1,800

During the last ten years the number of ratifications of ILO Conventions has risen from about 1,000 to more than 1,800.

During this brief period ratifications have increased far in excess, both numerically and proportionately, of those recorded during corresponding periods before the war.

There has also been a shift in the proportion of ratifications received from the dif-

ferent regions: a steadily increasing share of the total is being taken by Africa, Asia and the Middle East, with a corresponding decrease in the percentage (but not in figures) for Europe and the Americas.

ILO Director-General David A. Morse points out that while fewer instruments have been adopted by the International Labour Conference during the last decade than during the first and second decades of ILO's existence, "those which have been developed are, in my view, well adapted to the needs of the world social situation today and have for that reason had a particularly healthy influence on the evolution of social policy in the areas which they treat.

"It is significant that six alone of the more important of the Conventions adopted since June 1947 (the two on freedom of association and the right to organize and collective bargaining, and those on employment service, protection of wages, labour inspection and equal pay) have already received a total of 172 ratifications."

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## Freedom-of-Association Survey Seen Promoting Respect for Human Rights

The ILO's world-wide freedom-of-association survey "may open a new stage in international efforts to promote respect for human rights and fundamental freedoms," ILO Director-General David A. Morse told the United Nations Economic and Social Council at its 26th session. The factual

survey which is to include on-the-spot studies in ILO member countries will get underway next year, he said, recalling that the governments of the United States and USSR have asked that survey missions be sent to their countries.



An active, conscientious labour-management job-safety committee can be the most effective tool in combatting industrial accidents, according to Arthur Francis, Accident Prevention Director of the British Columbia Workmen's Compensation Board, and a member of the Joint Forest Products Safety Committee.

At a meeting of the Committee in Vancouver, he said much of the success of this year's Forest Products Safety Week, which started May 12, will depend on the actions of the safety committees and the support of the 60,000 workmen in the forest products industry of B.C.

Sponsored by labour, management and government, the week was opened by the raising of no-accident flags over hundreds of operations. If an accident occurred in an operation the flag was to be lowered. For the past several years there has been an appreciable drop in the number of industrial accidents during Safety Week.

Workmen's Compensation Board accident prevention regulations state that a firm that employs more than 20 workmen must form a joint labour-management safety committee, which must hold regular meetings to discuss and implement safe-working procedures. Reports of these meetings are sent to the Board, where they are carefully checked.

Mr. Francis singled out the employers in the forest products industry as being the most safety-conscious employer group in the province. "Their efforts have helped immeasurably to reduce the accident rate from 119 accidents per million man-hours worked in 1947 to fewer than 50 in 1957.

"Labour unions too, are recognizing that their participation in safety will have a marked effect on accident rates. Many of them have taken steps in this direction," he said.

\* \* \*

In a series of reports on plant safety, Tom McHugh, Safety and Security Officer at Fleet Aircraft Limited, Fort Erie, Ont., outlined some basic ideas of accident prevention through co-operation. He said, in part:

"Safety and its effect on the company's efficiency concerns us all. I cannot urge

too strongly that no opportunity be missed to encourage interest in our accident prevention activities. To reach our objective of an accident-free year, we need everyone to be safety minded. Success in an endeavour to promote safety comes nearer when all understand the objective and display interest.

"It has been proved that 98 per cent of accidents can be prevented, either by the person involved or by supervision, through the attitude towards safety that it builds among the employees. The success of almost completely avoiding accidents to employees is a constant challenge. Not one of us likes to feel we are less efficient than someone else, and in accident prevention work there is no need for anyone to be less efficient than the best.

"A safety program does much more than prevent accidents. It can increase production, improve employee relations and make operations more efficient. But, one thing we must all expect from a safety program is the reduction in the number of accidents."

\* \* \*

Labour-management committees function effectively in many non-manufacturing organizations. Among establishments where such committees are particularly effective are schools, hospitals and similar institutions. A large part of the cost of operation in these establishments is in building maintenance and there are many problems requiring attention. In many cases the active co-operation and advice received from those engaged in this work through labour-management committees have helped management to reduce costs and also improve service.

A typical example of what can be done is shown in the minutes of a meeting of a committee in a Western school system, where no less than 20 different items were discussed. These items included recommendations for changes or improvements in cleaning and maintenance supplies and equipment, reports on equipment, the condition of fixtures, causes of damage, and the problems occasioned in the use of school buildings by outside organizations.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during May. The Board issued eight certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received ten applications for certification, allowed the withdrawal of two applications for certification, and received one application for revocation of certification.

### Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the company's Data Centre at Saint John, N.B. (L.G., Feb., p. 173).

2. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of helpers, packers, warehousemen and garage employees of M. Rawlinson Limited, operating in and out of the City of Toronto (L.G., May, p. 493).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of road train conductors employed by The Toronto, Hamilton and Buffalo Railway Company (L.G., May, p. 493).

4. Syndicate of Employees of Station CHRL, on behalf of a unit of employees of Radio Roberval Incorporée, Roberval, Que. (L.G., May, p. 494).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and their helpers employed by Canadian Arsenals Limited at its Gun Ammunition Division, Lindsay, Ont. (L.G., June, p. 628).

6. Building Service Employees' International Union, Local 204, on behalf of a unit of janitors employed by the Canadian Broadcasting Corporation in Toronto (L.G., June, p. 628).

7. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of dispatched longshoremen employed by the Tidewater Shipping Company

Limited in the loading and unloading of coastwise vessels in the Vancouver area (L.G., June, p. 628).

8. Local M-128, United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of deck officers and marine engineers employed aboard vessels owned or operated by the Clarke Steamship Co. Limited and its associated companies: La Compagnie de Transport du Bas St. Laurent Ltée, Magdalen Islands Transportation Company, Limited, North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traversée Rivière-du-Loup St. Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (L.G., June, p. 628).

### Representation Vote Ordered

Nordair Mechanics Association Inc., applicant, Nordair Ltd., Roberval, Que., respondent, and International Association of Machinists, intervener (L.G., June, p. 628). The Board ordered a vote of the employees affected, with the name of the applicant organization only on the ballot (Returning Officer: C. E. Poirier) (A cross-application by the International Association of Machinists was rejected—see below).

### Applications for Certification Rejected

1. Brotherhood of Railroad Trainmen, applicant, Ontario Northland Railway, respondent, and Order of Railway Conductors and Brakemen, intervener (L.G., May, p. 493). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



2. International Association of Machinists, applicant, Nordair Ltd., Roberval, Que., respondent, and Nordair Mechanics Association Inc., intervener (L.G., June, p. 628). The application was rejected for the reason that it was not supported by a majority of the employees in the bargaining unit deemed appropriate by the Board (A representation vote was ordered in a cross-application filed by the Nordair Mechanics Association Inc.—see above).

### Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of maintenance and ground service personnel employed by TransAir Ltd., Winnipeg (Investigating Officer: J. S. Gunn) (An earlier application affecting this same unit was withdrawn—see below).

2. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of MacCosham Storage and Distributing Company Limited, operating in and out of Kingston, Ont. (Investigating Officer: T. B. McRae).

3. International Association of Machinists, on behalf of a unit of employees of Pacific Western Airlines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

4. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dew Moving and Warehousing Limited, Toronto (Investigating Officer: T. B. McRae).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 990, on behalf of a unit of employees of Superior Cartage (Lakehead) Limited, Fort William, Ont. (Investigating Officer: J. S. Gunn).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Leamington Transport (Western) Limited, operating in and out of terminals in Manitoba and Ontario (Investigating Officer: J. S. Gunn).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its Data Centre at Montreal (Investigating Officer: C. E. Poirier).

8. Canadian Association of Nuclear Energy Technicians and Technologists, Local 1568, CLC, on behalf of a unit of technicians employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: G. A. Lane).

9. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Co. Ltd., in the Yukon Territory (Investigating Officer: D. S. Tysoe).

10. Oil, Chemical and Atomic Workers International Union on behalf of a unit of employees of Eldorado Mining and Refining Limited, employed in its Port Hope refinery (Investigating Officer: F. J. Ainsborough).

### Applications for Certification Withdrawn

1. International Association of Machinists, applicant, and TransAir Ltd., Winnipeg, respondent (L.G., June, p. 628) (A new application was submitted later in the month—see above).

2. American Federation of Technical Engineers, Local 169, applicant, and Atomic Energy of Canada Limited, Chalk River, Ont., respondent (L.G., June, p. 628).

### Application for Revocation of Certification

W. K. Guttridge, *et al*, applicants, the International Association of Machinists, respondent, and Eastern Air Lines, Inc., respondent. The application was for revocation of the certification issued by the Board October 9, 1956, to the International Association of Machinists in respect of a unit of clerical and traffic personnel employed by Eastern Air Lines, Inc., at Montreal Airport, Montreal Ticket Office, Montreal Reservations and Communications, Uplands Airport, and Ottawa Ticket Office (L.G. 1956, p. 1543).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Construction Contractors of Whitehorse, Yukon Territory, Poole Construction Company Limited, Dawson and Hall Limited, Whitehorse, Y.T., and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

2. Hill the Mover (Canada) Ltd. and General Truck Drivers and Helpers Union, Local 31 (Conciliation Officer: D. S. Tysoe).

3. Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators) and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Local 846 (Conciliation Officer: F. J. Ainsborough).

4. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

5. Canadian National Railways (Atlantic and Central Regions) and Brotherhood of Locomotive Engineers (Conciliation Officers: R. Trépanier and R. Duquette).

6. Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: J. S. Gunn).

### Settlements by Conciliation Officers

1. Boyles Bros. Drilling (Alberta) Limited, Yellowknife, and Western District Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 629).

2. Trans-Canada Air Lines and Canadian Air Line Navigators' Association (Conciliation Officer: R. Trépanier) (L.G., June, p. 630).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between The Owen Sound Transportation Company Limited, Owen Sound, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 630) was fully constituted in May with the appointment of Judge W. S. Lane, Picton, as Chairman. Judge Lane was appointed in the absence of a joint recommendation from the other two members Hon. W. E. Harris, QC, Markdale, and Harold Simon, Toronto, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., June, p. 630) was fully constituted in May with the appointment of Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Hon. Mr. Justice Montpetit was appointed in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. E. Matthews, Parry Sound, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, p. 630) was fully constituted in May with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members Prof. Meagher, Halifax, and Clifford Scotton, Montreal, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in April to deal with a dispute between Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503 and 508) (L.G., June, p. 630) was fully constituted in May with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was

appointed on the joint recommendation from the other two members, C. G. Robson, Vancouver and George Home, Vancouver, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in April to deal with a dispute between The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada Inc. (L.G., June, p. 630) was fully constituted in May with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed on the joint recommendation from the other two members, T. R. Watt, Vancouver, and Elwyn Hopkins, Vancouver, who were previously appointed on the nomination of the company and union respectively.

6. The Board of Conciliation and Investigation established in March to deal with a dispute between Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited, La Verendrye Line Ltd.) and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 495) was fully constituted in May with the appointment of H. Carl Goldenberg, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, who were previously appointed on the nomination of the company and union respectively.

### Board Reports Received during Month

1. Quebec North Shore and Labrador Railway Company, and Lodge 767, International Association of Machinists, Local 96, Brotherhood of Maintenance of Way Employees and Lodge 217, Brotherhood of Railroad Signalmen of America (L.G., March, p. 271). The text of the report is reproduced below.

2. Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and National Association of Marine Engineers of Canada, Inc. and Canadian Marine Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

3. Westward Shipping Limited (MV *Britamerican*) and Seafarers' International



Union of North America, Canadian District (L.G., Feb., p. 175). The text of the report is reproduced below.

### Strike Following Board Procedure

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., April, p. 397). Strike against Canadian Pacific Railway Company (British Columbia Coast Steamship Service) only. Stoppage of work occurred May 16.

### Industrial Inquiry Commission Appointed

During the month the Minister appointed E. G. Taylor, Toronto, as Industrial Inquiry Commission to mediate a dispute between the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of North America, Canadian District (see above).

### Strike following Royal Commission Report

Canadian Pacific Railway Company and Brotherhood of Locomotive Firemen and Enginemen (L.G., March, p. 256). Stoppage of work occurred May 11; work resumed May 13.

## Report of Board in Dispute between

Quebec North Shore and Labrador Railway Company  
and

International Association of Machinists, Brotherhood  
of Maintenance of Way Employees, and Brotherhood of  
Railroad Signalmen of America

The Board set up in this matter on your instructions consisted of Harold Lande, QC, Chairman, Paul S. Smith, QC, nominee of the employer, and Marc Lapointe, nominee of the employees.

Produced with the authorization to set up the Board was a memorandum of reference, signed by the parties' representatives, stating that "the only matter on which the parties are deadlocked concerns the question of rates of pay and working hours for hourly-rated employees covered by these respective collective agreements". The collective agreements referred to are the three separate agreements with the three above-mentioned unions.

The Board, in exercising its functions under Section 32 of the Act, was unable to bring about agreement between the parties in relation to the matters referred to it and therefore proceeded to hear the parties. Four meetings were held for hearing the parties' contentions and any facts they cared to lay before the Board, these hearings being held on March 4, 5, 20 and 28, 1958.

The Board subsequently met privately on April 2, 1958 and April 25, 1958, for two long sessions in an endeavour to reach a unanimous agreement, but without success. In consequence the award made herein is a majority award in which the Chairman and Mr. Paul Smith are in accord. Mr. Marc Lapointe will file a minority opinion.

The evidence at the hearing showed that the employer was a railway and common carrier operating some 360 miles of line out of Seven Islands, Quebec, to the iron mines operated by the Iron Ore Company, and its main freight traffic consists of iron ore. The railway company was built for the purpose of transporting this iron ore. The employees are represented by three separate unions, which have separate collective agreements with the Railway. Due to the exceptionally rugged and rigorous conditions of

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Quebec North Shore and Labrador Railway Company and Local 767, International Association of Machinists and Lodge 96, Brotherhood of Maintenance of Way Employees, and Lodge 217, Brotherhood of Railroad Signalmen of America.

The Board was under the chairmanship of Harold Lande, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, and Marc Lapointe, both of Montreal, the nominees of the company and unions respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Smith. The minority report was submitted by Mr. Lapointe.

The text of the majority and minority reports are reproduced here.

labour in a pioneer country and the fact that the Railway operates only between seven and eight months a year, a considerably higher scale of wages was necessary to attract workers to this area. Two of the expiring contracts called for a 54-hour week during open season with overtime at time and one half for all work in excess of 40 hours per week. The evidence showed that there has been a good deal of excess overtime. The Company now proposes to

reduce the official work week to 48 hours, with overtime to be paid for all work in excess of 40 hours. The unions foresaw that the take-home pay would now be reduced, since the Railway obviously intended to reduce the total number of hours to be worked. Hence a demand for an increase in wages.

As a result of negotiations the Railway had offered the unions a two-year contract with increases in wages as follows:

	Present Rates	Hourly increase offered 11-9-57	Hourly increase offered 11-9-58
Labourer .....	1.55	— .20c — \$1.75	— .10c — \$1.85
Machine Operator .....	1.72	— .20c — \$1.92	— .11c — \$2.03
Carman .....	2.16	— .20c — \$2.36	— .15c — \$2.51
Mechanic .....	2.22	— .20c — \$2.42	— .15c — \$2.57
Machinist .....	2.33	— .20c — \$2.53	— .16c — \$2.69

(The .20c hourly increase applies to all present rates; the 10c-16c increase in the second year on a selective basis, examples as above).

As appears from the foregoing, the increase was to be retroactive with regard to the 20¢ to September 11, 1957, and would, in fact, be greater than it would appear to be, due to the rather unusual overtime provisions in all the agreements, which provided for the payment of overtime at the rate of 1½ times for all hours worked over 40 hours in any one week or in excess of eight hours per day. Thus, for anyone who worked more than forty hours, the increase per hour beyond 40 hours in one week or eight hours in one day at time and a half would be for these overtime hours 30¢ per hour. The same reasoning would apply to the increase in the second year.

The unions based their whole case on the contention that the Railway was proposing to reduce certain hours paid for at overtime rates, which, if these were eliminated, would not give them, in their first year in any event, the same take-home pay that they had been receiving due to the long hours and so-called "excess" overtime that they had been earning. However, this is not the ordinary case of a normal work week being reduced, but is an attempt by the Railway to eliminate some overtime hours which constituted a heavy labour penalty by reason of the time-and-a-half rates of pay in cases where a shorter work week could handle the traffic volume.

On reference to the agreements, which have to be taken separately, the unions' case, which was presented on behalf of all three unions on a uniform basis, becomes very difficult to justify on an over-all basis, in that in one case, i.e., that of the International Association of Machinists, the agreement provided only for a work week of nine hours per day and 45 hours per

week. The proposal of the Railway in the new agreement was to increase this normal work week to forty-eight hours. In this case, therefore, no reduction in the normal work week is contemplated, although it is true that in the busy season the machinists habitually work a longer week. However, in none of the three agreements did the Railway guarantee any maximum work hours per day or per week. This, it appears to the undersigned, is a very important fact to be considered in arriving at a conclusion herein. If less work was available, obviously the employee on hourly rates would earn less money, and the agreements so provided.

As the case was presented at the hearing it was common ground that in the new agreements to be entered into, while certain working hours would be set out as a normal work week, i.e., 48 (with overtime over 40), the same condition would apply as had applied in the previous agreements, that is, that such working hours as were set out would not be construed as a guarantee of work hours per day or per week. If work was available, it appeared probable that overtime beyond the 48 hours would be worked, with a consequent increase in earnings, while, if work was not available, of course less hours would be worked and earnings would be proportionately reduced, which is the ordinary situation in hourly paid employment.

It appeared to the undersigned that the Railway's intention to eliminate, if possible, the penalty of excess overtime hours was a justifiable move in furtherance of economies in the operation of the railway and particularly in view of the present depressed condition of the steel industry in the United States, which is operating at less than half of capacity and which is practically the

only customer for the iron ore which forms almost 100 per cent of the freight traffic handled by this railway. It is obvious that a continuation of this depressed condition could seriously reduce the railway operations.

While it is true that certain special conditions of operation apply to this railway, operating as it does in a relatively unpopulated area and on the rugged frontier, it appeared that this had always been taken

into consideration and rates far above anything else in railway operation in Canada were and are being paid. The large increases offered further increased this disparity.

In this connection, Exhibit C-8, produced by the Railway, showed the following comparisons between the Canadian National Railways, which, of course, have equalized rates with the Canadian Pacific Railway, and the Quebec North Shore and Labrador Railway Company:

EXAMPLES—COMPARISON OF PRESENT RATES  
MAJOR CANADIAN RAILWAY (CNR) AND QNS & LR

Classification (DBS)	CNR		QNS & LR	
	Rate/hr.	Basic wage per week	Rate/hr.	Basic wage per week
Machinist .....	1.899	\$75.96	2.275	\$ 91.00
Carman .....	1.80	72.00	2.17	86.80
Sectionman .....	(highest rate)	55.44	1.602	64.08
Section Foreman .....	12.845	64.25		123.00
	(per day)			(All services rendered)
<hr/>				
	Basic Wage Per Month		Basic Wage Per Month	
Signal Maintainer .....	\$378.43		\$600.00	
	(Paid for 205½ hrs. per month at 1.843/hr.)		(For 234 hrs./mon in summer and 195 hrs./mon in winter)	
	(All services rendered except if worked on rest day)		(All services rendered)	

It must be noted, however, that these rates are the present rates and will be increased under the Railway's proposal by 20¢ per hour as of last September and a further 10¢ to 16¢ per hour during the second year of the contract, these increases being subject to the effect of overtime as above noted.

The Company in offering a two-year contract with further increases in the second year is also taking the risk that the present business recession might affect it even more adversely during the last year of the contract. Despite the rejection of the Company's offer by employees during negotiations, the Company has left its offer open for acceptance throughout the present conciliation hearing, a procedure which is not usual but indicates the employer's good faith.

In view of the foregoing and the proof offered at the hearing the undersigned consider the rates paid and the increases offered by the employer to be fair and reasonable under the circumstances. It would not be right at this time, with the current business outlook, to penalize the employer by recommending that they pay increases higher than those already offered.

In conclusion, therefore, the undersigned recommend that the Railway's offer of a two-year contract incorporating the suggested working hours and the hourly increases offered by the Railway should

be accepted by the three unions involved in this dispute and agreements signed accordingly.

The whole respectfully submitted.

(Sgd.) HAROLD LANDE,  
Chairman.

(Sgd.) PAUL S. SMITH,  
Member.

### MINORITY REPORT

It is with considerable regret that I could not prevail on the Chairman and company nominee to render a unanimous or majority report in connection with the above dispute.

The terms of reference of the Conciliation Board were restricted to wages and reduction in hours and the retroactivity as well as the terms of the agreement to be recommended to the parties.

The salient facts adduced in evidence were the following:

1. The Company, although operating a railway system, cannot be compared to any other railway since it exists only to haul the iron ore extracted by the parent company Iron Ore. Any attempt to analyse the financial situation and returns of Quebec North Shore, then becomes illusory in terms of comparing with other railways.

2. The work to be performed by employees grouped in the three unions involved offers the characteristic of being,



because of climacteric conditions, very highly seasonal in most cases, lasting only a few months in many instances.

3. The term "work week" in the past, and to a very large extent even today, has not even a remote resemblance to what it means in ordinary collective agreements.

Evidence was adduced that many employees, in 25 weeks, did more hours than other Canadian industrial workers do in 52 weeks.

4. Earnings at first sight appear very high as compared to the Dominion Bureau Statistics for the average Canadian worker.

5. The Company reiterated by written brief and verbal representations that it was planning to reduce the number of hours for almost all employees.

6. The parties came within a matter of 7 cents per hour to settle this dispute amicably.

7. Both parties were agreed on a two-year agreement retroactive to the expiration date of the previous agreement.

8. There was no case made by the Company as against retroactivity of wages.

#### *Company position*

In its brief and argument, the Company represented that it was:

(a) planning to reduce hours;

(b) offering in order to compensate said reduced hours and to maintain the incentive to these employees to offset very difficult and abnormal working conditions, an increase of 20 cents for the current year and a further increase of from 10 to 16 cents for the second year of the proposed agreement;

(c) paying very high wages as compared to other railways and as compared to basic wages of other industrial workers.

#### *Unions' position*

(a) This railway cannot be compared to any other railway since it is not operated basically as a profit-making organization but is part and parcel of the processing of a larger company owning it.

(b) The earnings, although high, are to be explained by the recognized necessity for highly inviting remuneration in order to attract workers in the face of extraordinary hardships.

(c) The planned reduction of hours, if not fully compensated, would reduce the take home pay considerably, thereby turning away a number of workers.

(d) The offer of the Company was just about maintaining some take-home pay as long as the reduction in hours did not go too far.

(e) Since negotiations started, a sharp rise in the cost of living results in a loss of real earnings of 7 cents. (It is to be

noted that since the close of hearings, the said cost of living has jumped to a new high, making the figure of 7 cents obsolete).

#### *Study of evidence*

It appears to this member of the Board that the very fact that the Company did not, as it could have, withdrawn the offer of 20 cents and 10 cents to 16 cents indicates very seriously that it understands the necessity of offering the opportunity of high earnings in order to keep the manpower despite conditions of work capable of turning aside the majority of workers. The Company, fully recognizing that factor, had to make such an interesting offer even before a Board.

As to the contention that the nominal hourly rates are high and that on the basis of the offer and the earnings, the Company is very generous, it is quite debatable.

Many regions in Canada today offer nominal basic rates as high as those shown on the Company schedule of rates of pay, to workers not required to endure the hardships prevalent in the area where Quebec North Shore operates.

The own figures of the Company show that the offer made would normally maintain the take-home pay of the workers affected. The unions do not seem to quarrel too much with the Company on this point.

However, said offer of the Company does not take into account the loss in real earnings consequent to the increase in the cost of living and does not provide for the said increase.

Basically then, we could see that the only area of disagreement was the compensation for the cost-of-living increase, assessed at that time at 7 cents per hour.

#### *Majority decision*

My colleagues, called upon to pass on this evidence, seemed to retain only the following facts from the file: (a) high earnings, (b) the offer of the Company; and outside of the file (c) the business outlook.

I do not believe that the earnings, considering the excellent financial position of Quebec North Shore and especially of Iron Ore, and considering the very long hours put in a relatively short period of possible work in the year, and considering the hardships inherent to a job in that frontier's area, are that high. The very offer of the Company which was not withdrawn is very significant in this connection. It seems that the Company has understood the necessity for high wages much better than my colleagues did.

As to the offer of the Company, I wish to point out that the significance of this offer is to be found in the desire of this Company to reduce overtime work without

endangering the flow of manpower. For that reason, this offer only proves that the Company is desirous to maintain the take-home pay for its own good.

The business outlook, although not pleaded by the Company, is the pivotal point of my colleagues' position. They have completely ignored the value of the unions' contention that there would be a loss in real wages because of the cost of living.

It is rather disconcerting to find out as I did that the majority of this Board, despite the absence of plea by the Company to the effect that business was bad last year or would be this year attached an extreme importance to the business outlook in general.

When unions in the face of excellent business outlook, base part of their claim for increased wages and benefit on the future, they are bluntly told that increases must be geared to the year elapsed since last agreement was signed. Even though the future is rosy, they are not entitled to speculate on that to justify increases. If they turn to the past year and claim, as they could have, that since the past year was very good they should get an increase, they are met by the argument that since incapacity to pay is not alleged, they cannot adduce evidence of financial position or they are told, as in this case, that since the future seems bleak, they must forget about the argument of the prosperous past year. With that type of reasoning, they can never win.

However, the unions' basic demand in this particular instance was even more funda-

mental. In a year when the iron ore industry prospered, they say, we are accepting the Company offer which with reduced hours shall only maintain the same take-home pay, but we point out that this take-home pay shall be devaluated this year and has been for numerous months in the past, because living has cost more due to a sharp increase in the cost of living. Since this Board cannot go *ultra petita*, this claim must be maintained at the 7 cents quoted, forgetting the most recent increase in cost of living. The Chairman of this Board, who in the past seemed to be receptive to at least cost-of-living wage increases, and the company nominee have failed to understand the fundamental justification of this argument and I could certainly not follow them in their reasoning on a very debatable future business outlook which was not even alleged by the Company.

I therefore, Mr. Minister, recommend a two-year agreement from the date of expiration of last agreement with an increase in wages across-the-board of 27 cents per hour in the first year, fully retroactive to compensate for reduction of hours worked and the increase in the cost of living, and 10 cents to 16 cents an hour increases in the second year of agreement as per the company proposal.

Submitted in Montreal, this 12th day of May, 1958.

(Sgd.) MARC LAPOINTE,  
Member.

## Report of Board in Dispute between

Canadian National Railways (Barge and Ferry Service)  
and

National Association of Marine Engineers of Canada, Inc.,  
and Canadian Merchant Service Guild, Inc.

The Board of Conciliation appointed to deal with the above-cited dispute consisted of Mr. R. A. Mahoney, nominee of the company, Mr. E. Hopkins, nominee of the unions, and Mr. F. E. Harrison, Chairman.

The Board held sittings at Vancouver, B.C., with the parties concerned, jointly and separately on November 27, 1957, February 11, 17, April 21, 25 and 30, 1958.

The union representatives were as follows:  
*Canadian Merchant Service Guild, Inc.*

Captain E. Meadows    Representative  
Captain Adams  
Mr. E. Petterson  
Mr. George Bullock    Secretary

During May, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the National Association of Marine Engineers of Canada, Inc., and the Canadian Merchant Service Guild, Inc., and Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.).

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and E. Hopkins, both of Vancouver, the nominees of the company and unions respectively.

The text of the unanimous report is reproduced here.

*National Association of Marine Engineers  
of Canada, Inc.*

Mr. Denis McKeown	Business Agent
Mr. F. E. MacLeod	Business Agent
Mr. E. Bjarnason	Statistician.

*Canadian National Railways (Barge and  
Ferry Service)* had as their representatives:

Mr. H. Abbott	Assistant Manager Labour Relations
Captain K. L. Crump	Labour Relations Assis- tant
Mr. G. A. MacMillan	Superintendent of Cana- dian National Steam- ships
Mr. L. V. Wilson	Assistant Superintendent of Canadian National Steamships.

The principal matters at issue, referred by the unions to the Board, were:

1. Hours of Labour and Weekly Leave
2. Overtime Rates
3. Annual Vacations
4. Statutory Holidays
5. Classification of Vessels
6. Wage Rates.

Altogether there are sixteen (16) deck officers and fourteen (14) engineer officers involved in this dispute.

At the sitting held on February 17 it was suggested by the Board that the representatives of the company and the unions should hold further conference in an effort to reach a mutually satisfactory solution of the matters at issue. That procedure was followed and, as a result, all but the following items were agreed upon:

1. Wages
2. Health and Welfare
3. Working Conditions
4. Termination.

The members of the Board have given careful consideration to the submissions offered by both parties to the dispute and recommend as follows:

*Wages:*

1. Effective September 1, 1957, all basic rates of pay for employees covered by this agreement shall be increased by 2½ per cent.

2. Effective March 1, 1958, the 2½-per-cent increase specified above shall become 5 per cent.

3. Effective October 1, 1958, the 5-per-cent increase specified in the above paragraph shall become the percentage increase negotiated at that time between the B.C. Tow-boat Owners' Association and the unions.

NOTE: In the event that an across-the-board dollar increase is negotiated between the B.C. Tow-boat Owners' Association and the unions, the dollar increase shall be converted to a percentage increase and shall

be the percentage increase referred to in this paragraph. The conversion formula shall be:

$$\frac{\text{the dollar increase} \times 100\%}{414}$$

*Health and Welfare:*

(a) It is recommended that the Health and Welfare Plan as outlined in the supplemental agreement to the Master Agreement of May 16, 1956, between the Non-Operating Unions and Canadian Railways will be provided for each participating employee, subject to acceptance by the Joint Employee Benefit Plan Committee. It is understood that the unions will make the necessary application, to the Committee, for inclusion in the plan.

(b) Until such benefits are available the company will pay in lieu thereof to each employee who would have been a participating employee, the sum of \$4.25 per month, effective March 1, 1958.

(c) Commencing with the month when such benefits become available, the company shall deduct \$4.25 from wages due and payable to each participating employee each month in which compensated service is rendered. The company shall each month contribute an amount equal to the amount so deducted from each participating employee.

(d) The term "participating employee" shall be defined as an employee having completed sixty (60) calendar days of service prior to March 1, 1958. Otherwise, the employee will be covered from the first of the month after completion of sixty (60) calendar days of service.

*Working Conditions:*

That the present agreement, including these recommendations, shall continue in force until the expiry date referred to in the final paragraph of this recommendation.

*Expiry:*

That the agreement between the company and the Canadian Merchant Service Guild, Inc. representing the deck officers of the company's Barge and Ferry Services at Port Mann, B.C. and Okanagan Lake, B.C., and the agreement between the company and the National Association of Marine Engineers of Canada, Inc. representing the engineer officers of the company's Barge and Ferry Service at Port Mann, B.C. and Okanagan Lake, B.C. shall bear the same expiry date as the next agreement negotiated between the B.C. Tow-boat Owners' Association and the Canadian Merchant



Service Guild and the B.C. Tow-boat Owners' Association and the National Association of Marine Engineers.

The members of the Board are appreciative of the co-operation which they have received from representatives of the unions and the company during the hearings. We are confident that the recommendations which we have made will be acceptable to

them and feel certain that an amicable agreement can be concluded upon that basis.

(Sgd.) F. E. HARRISON,  
*Chairman.*

(Sgd.) E. HOPKINS,  
*Member.*

(Sgd.) R. A. MAHONEY,  
*Member.*

## Report of Board in Dispute between

**Westward Shipping Ltd. (MV *Britamerican*)**

**and**

**Seafarers' International Union, Canadian District**

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Westward Shipping Limited and Seafarers' International Union of North America, Canadian District, was composed of Mr. Owen E. Mason, nominee of the union, Mr. Richard A. Mahoney, nominee of the employer, and Mr. F. E. Harrison, Chairman.

Sittings of the Board were held at Vancouver, B.C., on January 24 and February 4, 1958.

Subsequently, the members of the Board met apart from representatives of the parties on April 18, 22, 23 and 24.

The company was represented by Mr. D. Murray Williams, General Manager, and Mr. Jack Lord, Secretary. The union representatives were Mr. Norman Cunningham, Agent, Messrs. J. David, L. I. Lawson, I. Gibeault and John Clarke, members of the negotiating committee.

The agreement between Westward Shipping Limited and Seafarers' International Union of North America, Canadian District, affecting seventeen (17) unlicensed personnel was effective from September 1, 1955 and expired on September 14, 1957.

At the first meeting of the Board at which the interested parties were represented, Mr. Cunningham, on behalf of the union, requested the acceptance of wage rates as set out in an agreement (Exhibit 1) concluded by the Seafarers' International Union with the British Yukon Navigation Company Limited, dated October 22, 1957.

During further discussions with the representatives of the union and the company, the Board recommended that they should confer between themselves with a view

towards reaching agreement upon the matters at issue. This suggestion was accepted and, as a result, the parties concerned agreed upon all but the following items:

1. Union security and check-off
2. Division of wages of absent crew members
3. Welfare plan
4. Cargo work
5. Wages and overtime rate
6. Termination of agreement.

The Board has given careful consideration to the submissions, both oral and written, made on behalf of both parties to the dispute. It has carefully weighed the evidence and submissions presented and recommends as follows:

### *1. Union Security and Check-off*

That Section Two (2) of Article One (1) of the agreement between Westward Shipping Limited (MV *Britamerican*) and the

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Westward Shipping Ltd. (MV *Britamerican*).

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on a joint recommendation from the other two members, R. A. Mahoney and Owen E. Mason, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mason. The minority report was submitted by Mr. Mahoney.

The text of the majority and minority reports are reproduced here.

Seafarers' International Union of North America, Canadian District, contained in the contract which expired on September 14, 1957 should be accepted by both parties.

#### 2. Division of Wages of Absent Members

When a vessel sails short of the full complement of unlicensed personnel the basic wages and leave of any missing crew members shall be divided among those upon whom the extra duties fall, but no overtime shall be paid except under circumstances in which overtime would normally have been paid had the full complement been carried. The division of the basic wages and leave of any absent crew member shall be made only among the other crew members who, in addition to their regular duties, perform work which would normally have been performed by the absent crew members.

#### 3. Cargo Work

That when unlicensed crew members are required to handle drums or package cargo at the ports of Vancouver, Victoria, Port Alberni, Prince Rupert, Nanaimo and Seattle, they shall be paid their regular wage if watch on deck, or time and one half their regular wage if watch below plus whatever sum is necessary to bring these rates up to the prevailing coastwise long-shore rate of pay (i.e., straight time for watch on deck, overtime for watch below). At other ports the rates of pay for the above-mentioned work shall be regular rates of pay for watch on deck and time and one half the regular rate of pay for the watch below.

#### 4. Overtime Rate

That the wage for overtime work be computed at the rate of time and one quarter of the basic wage structure.

#### 5. Welfare Plan

That the company shall contribute an amount equivalent to twenty cents (20 cents) per man per day worked to the

Welfare Plan of the Seafarers' International Union, such sum to be remitted to the union.

#### 6. Wages

(a) That the company should award an increase of sixteen (16) percentum to all unlicensed personnel based upon the wage scale existing on September 14, 1957 and be effective from that date.

(b) That an additional advance of eight (8) percentum be granted to all unlicensed personnel based upon the wage rates in force on September 14, 1957, this increase to be effective from September 14, 1958 and to continue until the expiry of the proposed agreement.

#### 7. Termination

That a contract be entered into between Westward Shipping Limited (MV *Brit-american*) dated September 15, 1957 for a period of two (2) years from that date and to expire on September 15, 1959.

Respectfully submitted,

(Sgd.) F. E. HARRISON,  
Chairman.

(Sgd.) OWEN E. MASON,  
Member.

#### Minority Report

The undersigned concurs with the recommendations of the other Board members with the exception of the wage increases and the welfare plan. I consider an advance of twelve (12) percentum in wage rates as of September 15, 1957, and a further increase of five (5) percentum (based on the present wage scale) as of September 15, 1958, to be a fair and adequate award.

Regarding welfare—in view of the fact that part of the present wage is used for welfare by joint agreement between the parties, I do not feel that there should be any additional obligation upon the company to contribute to a welfare plan.

Yours faithfully,

(Sgd.) R. A. MAHONEY,  
Member.

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## Successful Rehabilitation

(Continued from 744)

officer of a well-known Toronto firm interview her. He had been forewarned of her appearance but when he called the SPO, no mention was made of her handicap at all, except to say that she appeared perfectly normal when seated, and that they were interested in her ability to type and

to relieve on the switchboard. They also suggested training her as an addressograph operator. Generally, they were favourably impressed and hired her to begin work within a few weeks.

Since her placement with this firm, she is doing an outstanding job as a full-time switchboard operator.

## LABOUR LAW

# Changes in 1958 in Canadian Workmen's Compensation Laws

Seven provinces amend workmen's compensation legislation. Greater degree of uniformity now exists in rates of compensation for disability

At the 1958 sessions of the provincial Legislatures, the Workmen's Compensation Acts of Manitoba, Newfoundland, New Brunswick, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan were amended. Two important changes were made with respect to compensation for disability, making for a greater degree of uniformity in the Acts.

In New Brunswick, the rate of compensation for disability was raised from 70 to 75 per cent of earnings. When this amendment goes into force on January 1, 1959, compensation for disability will be paid in all provinces but Nova Scotia on the basis of 75 per cent of average earnings. In Nova Scotia, the rate is 70 per cent.

In Prince Edward Island, the maximum annual earnings on which compensation is based were increased from \$2,700 to \$3,000. With this change, the ceiling on earnings under the Acts now ranges from \$3,000 to \$5,000. In four provinces it is \$3,000; in one \$3,500; in three, \$4,000; and in two (Ontario and Saskatchewan) \$5,000.

### Widows' and Children's Pensions

Widows' and children's pensions were increased in Manitoba, and the increases were made retroactive in effect so that they apply to all beneficiaries receiving compensation on April 10, 1958, when the amendments to the Act became effective. The monthly allowance to a widow or invalid widower was raised from \$50 to \$65, and the payment in respect of a dependent child under 16 years was raised from \$20 to \$25. Both of these changes were recommended as "matters of an urgent character" in the interim report of the Hon. W. F. A. Turgeon, the Commissioner appointed in 1957 to inquire into the Manitoba Act. In addition to the increases recommended by the Commissioner, an increase from \$30 to \$35 in the monthly payment for an orphan child was provided for.

In line with the increases provided for, appropriate changes were made in the section of the Act that places a maximum on the amount of compensation payable in death cases. The section provides, as before, that, exclusive of burial and transportation allowances and the lump sum of \$200 to the widow, compensation may not exceed 75 per cent of the average monthly earnings of the deceased workman, subject to the exception that a widow or invalid widower must now receive \$65 a month, a consort with one child \$90, and a consort with two or more children not less than \$115 a month. The amending Act stipulates, further, with respect to a widow or widower who has three or more children, that the increases in compensation resulting from the amendments will apply, subject to the statutory limitation of 75 per cent of the workman's earnings.

The Legislature provided that the moneys necessary to provide for the increases in pensions were to be paid from the Accident Fund, except with respect to dependants of deceased workmen who were employed by the CNR, the CPR, the provincial Government, the City of Winnipeg, or the corporation of any other municipality, in which case the cost of the increases in pensions was to be borne by the employer.

In New Brunswick, all widows' pensions which were being paid according to lower scales of benefits were raised to the current level of \$50 a month, the cost to be borne by the Consolidated Revenue Fund of the province. Payment of the higher pensions began on June 1, 1958.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



In Prince Edward Island, the maximum monthly amount payable to a widow and children was increased from \$130 to \$170, enabling compensation to be paid in respect of a maximum of six children.

The Ontario Legislature authorized an increase from \$200 to \$300 in the allowance for funeral expenses, and the lump sum payment to a widow upon the death of her husband was increased by the same amount, from \$200 to \$300.

### **Rehabilitation**

The Newfoundland Board was empowered to spend up to \$25,000 in a year in providing disabled workmen with necessary academic or vocational training. This amendment was made effective from July 1, 1957. The Board already had authority to spend up to \$15,000 in a year for the rehabilitation of injured workmen.

The New Brunswick Legislature authorized the spending of an increased amount for rehabilitation. The Board may now spend \$50,000 in a year, instead of \$15,000, for this purpose.

### **Medical Aid**

In Ontario, as in other provinces, the Board has authority to supply artificial members and prosthetic appliances to injured workmen and to have them kept in repair or replaced, when necessary. An artificial member or apparatus which is damaged as a result of an accident arising out of and in the course of employment may also be repaired or replaced by the Board. It was provided further, in the 1958 amendments to the Act, that, where a workman is unable to work because of damage to an artificial limb or apparatus, he is entitled to compensation for the time lost from work, as though he had suffered a personal injury by accident.

In Nova Scotia, a provision permitting the continuance of a long-established arrangement in the coal mining industry, whereby deductions were made from wages for medical aid in consideration of the employers' contributions to hospitals and miners' relief societies, was repealed, effective from January 1, 1959. As in several other provinces, the Board is permitted to approve an alternative plan for medical aid to that provided in the Act. The relevant section, as re-enacted, now states that, where medical aid is being provided through an arrangement under which the employer contributes and which the Board approves, the Board may reduce the employer's assessment to the extent of the value, in the Board's opinion, of his contribution under the arrangement.

### **Safety and First Aid Regulations**

The New Brunswick Board was empowered to make safety regulations, subject to the approval of the Lieutenant-Governor in Council, for the industries of construction, demolition and excavation and other related work. The Alberta, British Columbia, Newfoundland and Saskatchewan Boards have power to make safety regulations, and have exercised their powers to a considerable extent. This is particularly true of the British Columbia Board, which is the authority mainly responsible for safety regulation in the province.

As a means of securing compliance with its first aid regulations, which were revised and strengthened in 1957, the Ontario Board was given power to increase the amount of the assessment of an employer who has failed to live up to the requirements of the regulations. Under the same section of the Act, the Board may use this method of penalizing an employer when it considers that sufficient precautions are not taken in his plant to prevent accidents or that working conditions are not safe.

### **Hospitals Covered**

Hospitals operated by a municipality were brought within the collective liability system in Ontario. Previous to this amendment, hospitals other than those which were municipally-operated were required to contribute to the Accident Fund. Henceforth, all hospitals in the province will be compulsorily covered by the Act. Other provinces in which hospitals are within the scope of the Act are Alberta, British Columbia, Newfoundland, New Brunswick and Saskatchewan.

### **Administrative Changes**

In Saskatchewan, the section of the Act providing for the appointment of a Committee of Review at least once every four years to study and report on the Act and its administration was amended to strike out the provision for Workmen's Compensation Board representation on the Committee. The Committee must, as before, be equally representative of employers and organized employees. In 1954, the last occasion on which a committee was set up, a commissioner of the Board acted as chairman.

An amendment in Newfoundland, also of an administrative nature, provided that the secretary, chief medical officer and assistant medical officers of the Board should be appointed by the Lieutenant-Governor in Council (instead of by the Board), and that such officers should hold office during pleasure. Other officers may, as before,

be appointed by the Board, but appointments may only be made to posts which the Board has established with the approval of the Lieutenant-Governor in Council. As before, salaries of officers and employees of the Board are to be fixed by the Board in accordance with a scale approved by the Lieutenant-Governor in Council and are to be paid from the Accident Fund.

### **Silicosis**

In New Brunswick, an amendment was made to the Act passed in 1955 making special provision for compensation for workmen who contracted silicosis before June 1, 1948, when it was made a compensable industrial disease under the Workmen's Compensation Act. The amendment raised the payment under the Act to a disabled workman (or his widow) from \$40 to \$50 a month, effective from June 1, 1958. Funds for this purpose are provided from the Consolidated Revenue Fund. The Act is administered by the Workmen's Compensation Board.

### **Yukon and Northwest Territories**

Amendments were also made in 1958 to the Workmen's Compensation Ordinances of the Yukon and Northwest Territories. Under these Ordinances, the employer is liable for payment of compensation and must carry accident insurance to cover his liability or make other arrangements for the protection of his workmen satisfactory to the Commissioner of the Territory. Claims for permanent disability are determined by the Alberta Workmen's Compensation Board, which acts as Referee under both Ordinances.

Benefits are comparable to those provided for in the provincial Acts. Compensation

for disability is based on 75 per cent of the workman's average earnings, subject to maximum annual earnings of \$4,000. A widow receives a lump sum of \$300 and \$75 a month until re-marriage or death. For each dependent child under 16 an allowance of \$25 a month is payable, and an additional amount up to \$10 a month may be paid when a child is an orphan. Injured workmen are entitled to medical aid for as long as necessary during disability.

A further extension of benefits was provided for by the enactment of a provision for occupational re-training of permanently disabled workmen, to be declared in force on a date fixed by the Commissioner of each Territory. Where the Referee considers it desirable that a workman should be given training in an occupation other than the one in which he was injured, he may direct the type of training to be undertaken by the workman and order payment of the costs (including travelling and living allowances, room and board, tuition, books, tools and equipment), up to an amount not exceeding \$5,000, by the employer or insurer.

Provision was also made in both Ordinances for payment of compensation in respect of a child who is over the age of 16 and under 18 at the date of the death of the workman to enable him to attend school to the age of 18. The same change was made in several of the provincial Acts in recent years.

In the Northwest Territories Ordinance the lump sum to be paid to a widow on re-marriage was increased from \$600 to \$1,000. The same increase was provided for in the Yukon Ordinance in 1955.

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## **Legal Decisions Affecting Labour**

**Quebec Court of Queen's Bench declares Rand Formula illegal under province's laws. Quebec Superior Court quashes certification order**

### **Quebec Court of Queen's Bench . . .**

**. . . unanimously rules that the application of the Rand Formula is illegal under the province's laws**

By a unanimous decision, the Quebec Court of Queen's Bench (in appeal) confirmed the decision of the Superior Court declaring the application of the Rand Formula contrary to the laws of the province.

In the Superior Court, a writ of prohibition against a decision of the Quebec Labour Relations Board granting certification to a Steelworkers local at the Ingersoll-Rand plant at Sherbrooke was confirmed on the ground that the Board had exceeded its jurisdiction.

On December 21, 1957, the Quebec Court of Queen's Bench (in appeal) ruled by a unanimous decision that employees who are not members of a trade union cannot be forced by terms of a collective agreement to pay union dues.

The decision of the Court confirmed the ruling of the Superior Court, rendered on September 7, 1956, which declared that

under Quebec law a compulsory check-off clause in a collective agreement was not valid (L.G. 1956, p. 1579).

The circumstances of the case briefly recalled in the reasons for judgment were as follows.

In March 1955 a collective agreement was signed between *Le Syndicat Catholique des employés de Magasins de Québec Inc.* and *La Compagnie Paquet Ltée*. Clause 2.01 of the agreement contained the provision that the employer would retain from the pay of each regular employee a sum equal to the dues fixed by the trade union for its members and would hand over monthly to the trade union the deductions so collected. Some employees protested to the company against the deductions. As the result of this protest the company stopped the transfer to the trade union of the sums retained from the wages of those workers who explicitly opposed the check-off and deposited these sums in a special bank account while waiting for the settlement of the dispute.

The union concerned brought an action against the company and by invoking the collective agreement claimed the sum of about \$3,000 deducted from the wages of the workers who were not union members. When the Superior Court rejected the union's demand, the union appealed the judgment to the Court of Queen's Bench. In appeal the judgment of the Superior Court was confirmed.

Mr. Justice Pratte noted that the defendant company pleaded, *inter alia*, that clause 2.01 of the agreement dealing with the compulsory check-off was illegal and asked the Court to declare this clause nul and void. The trial judge accepted this contention and pronounced the nullity of the said clause. This judgment was appealed by the union.

He also noted that the clause in question is usually called the Rand formula and it is one of the union security provisions. It is commonly justified on the ground that the beneficial effects of a collective agreement are not restricted exclusively to the members of the union which signed the agreement; all the employees partake in the benefits secured by the collective agreement. Since they all profit by such an agreement, then it would be just that all should bring financial help to the trade union which concluded the agreement and had to pay the expenses resulting from negotiating the agreement and supervising its execution.

The union based its appeal on the principle of liberty of collective agreements recognized by Section 21\* of the Profes-

sional Syndicates Act, arguing that as the stipulation in question was not prohibited by any statutory provision it should be held valid.

In his reasons for decision, Mr. Justice Pratte stated that as the dispute was centered on the collective agreement it is in the laws regulating this kind of agreements that the solution of the dispute should be found. Then he traced briefly the evolution of laws in this matter.

Under the common law the conditions of the working contract are established by mutual agreement after being discussed between the employer and the employee.

With the development of commerce and industry it became obvious that this individual relationship was not always fair for the employee, consequently collective relationship was recommended as a proper means to improve the position of the workers.

In 1927 the Legislature added to the Professional Syndicates Act Sections 21 to 26 dealing with collective labour agreements. Section 21 defines a collective labour agreement and says that "any agreement respecting the conditions of labour not prohibited by law" may form the object of a collective labour agreement. Section 22 defines the persons who are bound by such an agreement. Reading these provisions, one can see that under this particular Act the agreement is one that is freely negotiated by the employer, and that the agreement is binding only for the employees who form part of this group that signed the agreement.

In 1944 the Legislature enacted the Labour Relations Act, which established for a collective agreement a different status from the status under the Professional Syndicates Act.

Under the Labour Relations Act, a group of employees composed of an absolute majority of the employees in an establishment does not represent any more only those who belong to this particular group (as was the case before), but such an association represents all the employees, and the collective agreement is no longer

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\*Section 21 reads:

The collective labour agreement is a contract respecting labour conditions made between the representatives of a professional syndicate, or of a union, or of a federation of syndicates, on the one hand, and one or more employers, or representatives of a syndicate, union or federation of syndicates of employers, on the other hand. Any agreement respecting the conditions of labour not prohibited by law may form the object of a collective labour agreement.



purely a voluntary act on the part of the employer. As a matter of fact, according to Section 4:

Every employer shall be bound to recognize as the collective representative of his employees the representatives of any association comprising the absolute majority of his said employees, and to negotiate with them, in good faith, a collective labour agreement.

When the negotiating parties cannot agree, any of them may give notice of the dispute to the Labour Relations Board, which notifies the Minister of Labour, who appoints a conciliator (Sections 12 and 13).

If the conciliator fails then the Minister appoints a council of arbitration. Not until 12 days have elapsed after the receipt by the Minister of the report of the arbitration council, are strikes and lockouts permissible, and only then can the employer change the conditions of work of his workers without their consent (Section 24).

It should be noted that if the employer is not obliged to conclude a collective agreement, his freedom to abstain from signing is curtailed by the fact that the Act obliges him to negotiate in good faith and if the negotiations fail he faces the possibility of a strike.

Also it should be noted that the Act recognizes the freedom of the worker to belong to a trade union of his choice, or to abstain from membership, and provides sanctions against the use of intimidation or threats to induce anyone to become, refrain from becoming or cease to be a member of an association (Section 22).

The collective agreement in the dispute at bar was concluded under the provisions of the Labour Relations Act.

As already mentioned, the trade union based its appeal on the principle of freedom of agreements recognized expressly by Section 21 of the Professional Syndicates Act, which in the second paragraph says, "Any agreement respecting the conditions of labour not prohibited by law may form the object of a collective agreement." As clause 201 of the agreement stipulating compulsory check-off of union dues from all employees was not prohibited by any statutory provision, then, the union argued, it should be considered valid.

Mr. Justice Pratte pointed to the fact that Section 21 does not say that all agreements not prohibited could be an object of a collective agreement, but only those which concern "conditions of labour". Consequently in order to settle the dispute at bar, it should be decided first whether the agreement in question was in respect of a condition of labour. The fact that the collective agreement in question was concluded under the Labour Relations Act,

which does not contain a provision similar to the last paragraph of Section 21 of the Professional Syndicates Act, does not make much difference because Section 2 (e) of the Labour Relations Act defines a collective agreement as "any arrangement respecting conditions of employment".

Another argument presented by the trade union was that the employer being free to hire whomever he desires, and all the employees covered by the collective agreement being liable to be dismissed without notice (according to the terms of their hiring contract), then nothing stood in the way of the agreement in question; and the company after accepting such an obligation should execute such an agreement, even if the trade union had no power to bind other employees but only its members.

In answering this argument Mr. Justice Pratte pointed out that the agreement of which execution the trade union insists was not concluded in a contract freely concluded under the common law, but in a collective agreement concluded under the system of the Labour Relations Act. Hence, the provisions of this Act which oblige the employer to negotiate a collective agreement and to submit to the prescribed procedure for settling disputes were not enacted to include any undertaking that the union might choose; but these provisions are destined solely to favour the conclusion of an agreement "respecting conditions of employment" (Section 2 (e)).

This being so, the argument based on the principle of freedom of agreements and used by the union does not touch the very heart of the dispute, which is to find out if the engagement undertaken by the company was one of those envisaged by the Labour Relations Act to become the object of a collective agreement. In other words it is necessary to find out whether this engagement is in the category of conditions of work.

The words "conditions of employment" could be given a more or less extensive meaning according to the ideas or interests of those who use these terms. The statute does not contain any express provisions which would otherwise limit the field of a collective agreement, therefore it is necessary to find out what was the intention of the legislator in this respect. Did the legislator want to leave to the parties concerned entire liberty in this matter without other limitations except those provided by prohibitive laws, or was his intention to limit otherwise the field of collective agreement? This should be looked for, considering at the same time what was the aim of the legislator, the intentions

which the law may contain regarding this matter and legal presumptions which the interpreter has to keep in mind. Among those presumptions are the well known ones that the legislator did not want either to grant more rights or more power than is necessary to secure its will, or to modify more than was needful the former situations of law or fact.

The Labour Relations Act was enacted to regulate collective agreements, whose purpose is to provide for the worker a more equitable contract of work than that which he might be able to secure after individual discussion with the employer. All that is required in order that the employee could profit by the advantages offered under the system of collective relationship is that the parties to the collective agreement could make provisions for everything which could constitute an object of relationship between employer and employee, namely mutual obligations of the parties to the contract, the circumstances affecting these obligations and the manner of exercising the rights of the parties concerned.

It is not necessary, in order to achieve the aim contemplated by the legislator, that the employer and the representatives of the employees be able to agree to subordinate the formation of the contract to the fulfilment of a condition which has no relation to the contents of this contract, and aims exclusively at promoting the interest of the trade union at the expense of one party, the workers.

Hence, unless we find a provision in the law which indicates expressly or by implication the intention of permitting a stipulation such as that which is our concern at present, such a stipulation could not become the object of a collective agreement.

Actually, Mr. Justice Pratte continued, not only does the law not contain anything of this kind, but we cannot even find anything which would imply that the legislator contemplated in the collective agreement any arrangement regarding contractual relations for the benefit of a trade union.

The trade union, however, contended that as the collective agreement was meant to cover all the relations between the employer and employee, therefore it is impossible that the legislator intended to limit its coverage by excluding the whole field of action of the bodies formed to conclude the agreement. To support this contention the trade union invoked the case *Re Price Brothers Co. Ltd. v. Letarte* (1953) B.R. 307 (L.G. 1953, p. 895).

This argument Mr. Justice Pratte answered by pointing out that the clause in that dispute did not aim to render the

payment of union dues obligatory for all the employees (as is the position in the case at bar) but only to obligate the employer to retain union dues of employees who gave their consent and only so long as they wanted these deductions to continue. Therefore the *Price Brothers* case did not decide anything which could have any bearing on the solution of the present dispute.

To dispose of the union's contention Mr. Justice Pratte thought it necessary to investigate the role placed by law on the trade union in the formation of the collective agreement.

When we consider, he said, the Professional Syndicates Act or the Labour Relations Act, we notice that the trade union which concludes a collective agreement does not act for itself, but as a representative. In the first case, it represents only its members; in the second, it represents all the employees, its power to act on behalf of those who are not its members being given to it by law. Hence, a body endowed by law with power to act on behalf of others in concluding legal acts cannot use this power for its own personal ends and to the detriment of the interests which it has a mission to represent and to serve. This is based on the principles that the power to represent is granted in the interest of those who are represented and not of those who represent and that the powers granted by law should not be exercised for any other end than that for which these powers were granted.

In the case of a collective agreement, these principles should be applied all the more carefully, because, as the result of Section 4 of the Labour Relations Act, the position of a representative gives certain power of compulsion over the employer. Also it is apparent that the very nature of the role attributed by law to a trade union in the conclusion of the collective agreement (whether such agreement is or is not a contract, on which matter there is no need to make a pronouncement) is opposed to a stipulation of the kind which the union obtained from the company. In order to decide otherwise, it would have to be assumed that the Legislature intended to allow the representative of the employees to use against a certain number of them and for the representative's advantage a powerful weapon, the usage of which was confided to him in the interest of all. And that is not possible in the actual state of the laws of the province.

One would rightly consider, Mr. Justice Pratte added, that in the present state

of affairs it would only be just that all the employees under the collective agreement should have to contribute to the expenses incurred in negotiating such an agreement and securing its execution, and that legislation which does not allow this kind of equity does not meet the needs of the time. But this is the matter for the legislator.

Mr. Justice Pratte concluded his reasons by stating his agreement with the trial judge and declaring the engagement which the union was pressing to have implemented did not bear on the condition of employment, and considering that such an engagement could not be an object of a collective agreement it should be considered as not a valid one. He would reject the union's appeal with costs.

Mr. Justice Casey, while agreeing with Mr. Justice Pratte's conclusions, noted that in seeking the solution of the problem not too much importance should be attached to the almost indiscriminate use in Quebec labour laws of the terms "conditions of employment" and "working conditions". These terms could be distinguished and could have been used so as to make one exclude the other, but no such distinction was made and the subject matter of collective agreements includes conditions of both types. Consequently the terms "working conditions" and "conditions of employment" may be used interchangeably, and if each is given a special meaning, both are included in the subject matter of a collective agreement. In his opinion compulsory payroll deduction clauses, relating as they do to the manner of payment and being for that reason conditions of employment, may be inserted in a collective agreement; and while in certain circumstances such clauses may be open to attack they cannot be struck from a collective agreement on the pretext that they do not qualify as "working conditions".

Therefore in his opinion the problem was not whether the impugned clause is foreign to the subject matter of collective agreements and for that reason null and void, but rather whether in inserting this particular clause the union exceeded the limited authority enjoyed by it as the bargaining agent of the company's employees.

The non-union member employees have no contractual obligation towards the union. Hence, if there exists any obligation on their part to contribute to the union, such an obligation, since it does not find its source in a contract, must find its origin in the law.

Despite the silence of the special Acts it could not be assumed that the Legisla-

ture intended that unions should donate their services to non-member employees. It would be more in conformity with the law that the expenses incurred by the union in the interest of all as a bargaining agent should be borne by all who benefit by these activities. This reasoning may justify the inclusion of some kind of a compulsory contribution clause in the collective agreement. But failing the consent, express or tacit, of the employees, the scope of such clauses must be restricted to the reimbursement of the expenses incurred by the union as a bargaining agent. If the insertion of such a clause in the collective agreement is permissible at all it will be because the non-member employees are obliged by law to contribute to the expenses incurred by the union as their bargaining agent, and on condition that it be in their interest that this method of payment be set up; and, perhaps, subject to the further condition that each employee be not called upon to pay more than his fair share of the total.

Assuming that the obligation to contribute exists and that its discharge by salary deduction is in the interest of the employees, then the question arises whether on its face the disputed clause in the collective agreement in question is limited to the recovery of such expense.

To this question Mr. Justice Casey gave a negative answer. In his opinion the amount of the levy creates the presumption that it went beyond the expenses that might have been recoverable by the union, as justified for the services rendered.

Mr. Justice Casey concluded:

For these reasons and without closing the door to the possibility that in some cases a clause providing for a compulsory contribution by means of a payroll deduction by non-members to union expenses might properly form part of a collective agreement, I would dismiss this appeal.

Mr. Justice Hyde noted that the federal Industrial Relations and Disputes Investigation Act specifically permits union security provisions in collective agreements and the Ontario Labour Relations Act expressly provides for a clause of the Rand formula type.

However, there is no such provision in the Quebec Labour Relations Act. The only case dealing with any type of union security clause which the Quebec Court of Queen's Bench had to consider was *Price Brothers Co. Ltd. v. Letarte (1953)*. There is, however, a most important distinction between the disputed clause in that case and the one at bar. The *Price Brothers* case provided for a voluntary



revocable check-off of union dues from the pay of union members only. That particular case dealt with a provision that made payment of union dues by the check-off method optional at all times to the employee. Approval of such a voluntary check-off sanctioned no kind of coercion, but accepted it as a stipulation relating to the manner of payment of wages.

Under the Rand Formula the employee has no option; in order to obtain his employment he must pay the dues of the union whether he is a member or not. If he is not a member of the union, as many were not in the case at bar, the collective agreement is made not by a representative designated by him but by one designated by the Labour Relations Act. There is no express provision in the Act that would authorize the bargaining agent to make the Rand Formula type of arrangement. The union contended that such authority is implied as a "condition of employment" in the definition of "collective agreement" (Section 2(e)) and invoked the views expressed in *Price Brothers* case to support this contention. However, as already noted, the *Price Brothers* case dealt with a voluntary revocable check-off of union dues, a procedure of evident advantage to the employee. Such a deduction, like other deductions made by many employers with the approval of the employee, for saving bonds, charitable donations, etc., could be considered not as "a condition of employment" but as relating to the manner of payment of the employee's wages.

The disputed clause in the case at bar requires non-union members to pay these dues without any agreement on their part to do so and for the sole benefit of the union.

Whatever justification for the Rand Formula there may be, the fact remains that it amounts to a compulsory payment in the nature of a tax which, in the absence of universal consent, must be based on some statutory authority. Such an authority is not only lacking but it infringes Section 17 of the Professional Syndicates Act (which deals with the right of the *syndicat* to claim the assessment for three months only following the resignation of a member of a *syndicat*). In conclusion, Mr. Justice Hyde would confirm the judgment of the court below and dismiss the appeal with costs.

Mr. Justice Taschereau likewise would dismiss the appeal. The object of a collective agreement is to regulate the relations between the employees and the employer. The disputed clause is concerned with the relations between the union and the

employer. Consequently, in Mr. Justice Taschereau's opinion, Clause 2.01 is not a condition of employment in the sense of the Labour Relations Act.

Chief Justice Galipeault concurred with the opinion of Hyde and Taschereau, J.J.

Mr. Justice Owen noted that the union acts as representative of the employees in negotiating the agreement, but it is not personally a party thereto. The union did not receive from non-member employees any express authority to insert the disputed clause in the collective agreement.

If the proposed deduction from wages was with respect to an established obligation or indebtedness on the part of the employee, the provision for the payment of such established indebtedness by deductions from wages might be considered as merely an incident of payment, dealing with manner of payment which is a matter of relations between the employer and the employee, and, therefore, a "condition of employment" within the meaning of the Labour Relations Act and might have constituted a valid clause in a collective agreement.

However, if the proposed deduction from wages is with respect to a contested or disputed obligation on the part of the employee, then such a deduction from wages is not merely an incident of payment and not a matter of relations between employer and employee, but between the employee and the union. A provision requiring the employer to make such a deduction is not a condition of employment and does not constitute a valid clause in a collective labour agreement.

If the union invokes any obligation on the part of non-member employees towards the union either by contract or by operation of law solely and the employees contest the claim, then the union must establish such obligations (both the liability and the *quantum*) on the part of the employees by legal process before turning to the subsequent step of collection.

In the case at bar the union tried to establish the obligation on the part of the non-member employees by a clause in the collective agreement.

In the circumstances the clause under consideration (2.01), in so far as it provides that non-member employees must pay an amount equal to the union dues, is not dealing with the manner of payment or relations between employer and employee, but is dealing with the creation of an obligation to contribute or relations between employee and the *syndicat*. Such a provision is not a condition of employment and in a collective labour agreement is null.

Mr. Justice Owen would dismiss the appeal with costs.

*Le Syndicat Catholique des employés de Magasins de Québec Inc. v. La Compagnie Paquet Ltée* (1958) B.R. No. 4, p. 275.

### Superior Court of Quebec . . .

. . . declares that Quebec Labour Relations Board exceeded jurisdiction in granting certification

On January 18, 1958 the Superior Court of Quebec ruled that the Quebec Labour Relations Board violated the law and exceeded its jurisdiction in certifying a union in that it had arbitrarily excluded certain classes of employees from the unit and moreover it was doubtful whether the union in question represented the majority of employees in the bargaining unit.

The circumstances of the case as related by Mr. Justice Boulanger in his reasons for judgment were as follows.

In 1954, Local 2982 of the United Steelworkers of America applied to the Quebec Labour Relations Board for certification as a bargaining agent for the employees of the Canadian Ingersoll-Rand Company Limited in Sherbrooke. On or about February 2, 1955 this request was rejected, *inter alia*, for the lack of majority and the legal non-existence of the association which asked for certification. When in March 1955 the union asked for reconsideration of this decision the request was also rejected for the same reasons.

In spite of these two unfavourable decisions, the union presented on May 4, 1955 another request for recognition, which was rejected again on July 27, 1955 for, *inter alia*, the following reasons: the union omitted to produce with its application a copy of its constitution and by-laws; the constitution and by-laws which were presented were not those of the union but of the United Steelworkers of America (CIO); the charter which the local obtained from the central body several years ago was subsequently annulled and not replaced at the time of filing the request; granting of a charter by the central body is a necessary condition to identify the local and to allow it to act in accordance with the constitution of the United Steelworkers of America; the local had no right according to the steelworkers constitution to dissolve itself, as it claimed to do on April 20, 1955. Further, the remittance by the local to its members, after the alleged dissolution of April 20, 1955, of monetary contributions collected since the start of the organizational campaign preceding the first request for certification was a violation of the constitution and rules of the central body of the Steelworkers; the contributions which had already served as admission fees to

join the union could not be returned to its members in order to serve the second time for the same purpose.

On October 25, 1955, the local filed the fourth request for certification, which was rejected by the Board as premature and not well founded.

On November 23, 1955, the union applied for the fifth time for certification. The Company contested this request by invoking the reasons for the Board's decision of July 25, 1955. However, this time the Board, with one member dissenting, accepted the application and on February 22, 1956, Local 2982 was granted certification to represent as a bargaining agent all the employees of the said company except superintendents, foremen, assistant-foremen, office employees, lead hands, charwomen, watchmen, pattern makers, apprentices, confidential employees, as well as others who are excluded by the law. The reasons given for the Board's decision were, among others, the following.

The union had the required majority of members in the bargaining unit; before filing its last request the local received from the central office of the Steelworkers recognition as Local 2982, and a notification that a charter to this effect would be sent in the near future. When the Board by its decision of July 27, 1955 declared Local 2982 as non-existent, the organizers of the association to which the Board refused certification could return to those concerned the initiation fees and the first union dues; all membership cards to the United Steelworkers of America were signed before the filing of the application; all members who signed their cards and paid their dues were admitted as members of Local 2982 at the meeting of November 20, 1955.

The Company submitted the following arguments against the Board's decision of February 22, 1956.

The decision of the Board was illegal, arbitrary and null and constituted an excess of jurisdiction on the part of the Board; the certification was granted to a body which did not possess legal existence and which, according to the Labour Relations Act and the Board's regulations, could not be validly recognized as a bargaining agent of a unit of employees of the company; the certification was illegally granted to a body which did not fulfil the conditions provided by the Act in order to have a right to such a certification; the bargaining unit which the Board created by its decision excluded arbitrarily a body of employees and on the other hand included some employees which should not be there;

the decision of the Board sanctioned illegal and forbidden practices on the part of the non-authorized union organizers, and recognized illegally as members of the union employees who did not personally pay their admission fees and their monthly dues and who did not possess regular membership cards; the union in question did not have any right to a certificate of recognition and the decision of the Board granting certification constitutes an excess of jurisdiction, a denial of justice and is contrary to four previous decisions of the Board which each time refused to the said union such a certificate for the very same reasons. In conclusion the Company asked for a writ of prohibition, which writ was granted on March 14, 1956.

The Board and the union in question contested the action of the Company. They denied the justification in fact and in law of the Company's contentions and claimed that all the matters raised by the Company were within the exclusive power of the Board and that the Board had decided them within the limits of its jurisdiction.

The examination of the case before the Superior Court started in December 1956, but was suspended when the Board appealed to the Court of Queen's Bench the decision of the trial judge denying the Board the privilege to refuse the production in court of documents from the Board's files on the ground of public policy. The Court of Appeal by a unanimous decision confirmed the ruling of the trial judge (L.G., Dec. 1957, p. 1490).

The action before the Superior Court was resumed on November 5, 1957, and ended on December 23, 1957.

In the opinion of Mr. Justice Boulanger, the decision of the Board of February 22, 1956 granting certification to a union could only be contested by a writ of prohibition if the Board exceeded its jurisdiction. In the present state of jurisprudence, he added, it is recognized that the Labour Relations Board is a tribunal, perhaps an administrative tribunal, but nevertheless bound to act judicially and legally.

However, Section 41 (a) of the Labour Relations Act provides that the decision of the Board are not subject either to appeal, or to a revision by prerogative writs, or by a direct action according to Section 50 of the Code of Civil Procedure. The reason for this extraordinary privilege seems to be that the Board has the power to revise or revoke its own decisions.

Like any other tribunal the Board can make mistakes, but at the same time like any other tribunal the Board has to act within the limits of its prerogatives,

powers, competency and jurisdiction as conferred on it by the law. The Board cannot make the law; it exists to apply the law and not to violate the law. The Board does not create rights, it only recognizes the rights within the limits and conditions of law.

The main function of the Board is to determine whether an association which desires to be recognized as a representative of a group of employees has the right to be recognized as such. The Board has to satisfy itself of the representative character of the association and of its right to be certified. The Board issues in favour of a recognized association a certificate specifying the unit which the association has the capacity to represent. The employer has to recognize as collective representatives of his employees, the representatives of an association which embraces the absolute majority of the employees and to negotiate with them *bona fide* a collective labour agreement (the Labour Relations Act, Sections 6, 7, 9).

The Board has then the powers or jurisdiction only to find out whether the requested recognition answers the requirements of the law.

Then Mr. Justice Boulanger proceeded with the analysis of what is the meaning under the law of "association", "employee", "employer". In this connection he quoted from the Labour Relations Act, Section 2 (a), (c) and (d). Also he quoted Section 3 of By-Law No. 1 dealing with the conditions under which an employee may be recognized as a member of an association, which reads as follows:

Section 3: For the purpose of determining the representative character of an association, the conditions by which a person may be deemed member of an association, are as follows:

(a) to be at least sixteen years of age;

(b) to have been regularly admitted as member and to have signed a duly dated admission form;

(c) to have personally paid an entrance or initiation fee of at least one dollar (\$1);

(d) to be, personally obliged to pay membership fees, the rate of which is not lower than fifty cents (50c.) per month;

(e) in the case of a new member, to have personally paid the membership fees for one month at least;

(f) in the case of a member who is already initiated, not to be more than three months in arrears in the payment of membership fees;



(g) to regularly hold an employment connected with the normal professional occupations of the employer concerning whom recognition is requested.

(h) the conditions required to establish the representative character of an association must have been complied with on or before the day of filing of the petition for recognition with the Labour Relations Board.

To find out whether or not the Board exceeded its jurisdiction it was enough, in the opinion of the Court, to examine two questions:

1. In recognizing Local 2982 of the U.S.W.A. has the Board recognized and certified an association which was not a *bona fide* group of the employees of the Company and which did not possess any legal existence?

2. In order to say that the local represented the absolute majority of the employees of the Company, did the Board eliminate illegally and without justification from the total count certain employees working under similar conditions and who had the right to be counted?

On February 2, 1955, and on March 25, 1955, the Board rejected the request for certification presented by the union because of lack of absolute majority.

On July 27, 1955, the Board rejected a similar request because of lack of regular and legal existence as a local of the Steelworkers.

On February 22, 1956, the Board (with the dissenting opinion of one member) granted the requested certification, holding that the union existed regularly and legally as Local 2982 of the Steelworkers and represented the majority of the employees of the company.

The Court, after having examined the evidence, was of the opinion that the position of the union had not greatly changed at the time when the last request for certification was filed on October 18, 1955. The union, which considers itself as a local of the Steelworkers, violated nearly all the rules of the constitution of the parent body; it was not admitted and recognized by the parent organization; it did not possess a charter; the adherence cards signed by the employees were in favour of the Steelworkers and not in favour of the local union, and the signatures on some of these cards might have been forged; since 1954, when the local started to be organized, all payments made by the so-called members as initiation fees and monthly dues amounted to \$1.50 per person, and this amount was paid not to the local

union, but to an organizer employed by the Steelworkers; on April 20, 1955, the local claimed to dissolve itself, and instead of remitting to the parent body the funds in his possession, the organizer apparently returned these funds to the members in order that they might use them to pay the admission fee and monthly dues to a new local union, and this so-called new local union presented the last request for recognition, on October 18, 1955, without requiring its members to pay other dues than \$1.50 collected in 1954. These were the main reasons why the Court considered that the union in question did not merit the certification any more on February 22, 1956 than on July 27, 1955.

Nevertheless, the Board had some kind of assurance given by a higher ranking officer that the union would be recognized by the parent organization in spite of all the violations of the constitution of the Steelworkers, under the same number as the previous Local 2982 which ceased to exist a long time ago, and which would be revived, and a charter would be granted if the union could manage to obtain the certification. Considering this assurance, the Board thought it justifiable to consider the union in question as a *de facto* association of the employees, as a local of the Steelworkers in process of being formed and assured of being accepted as such by the parent body, and as a group of employees in *potentia* having a good chance to function normally one day. The Board thought, no doubt, that even if the legality of existence of the union as a local of the Steelworkers could be considered doubtful there was adequate reason to think that the situation would probably soon be put in order.

Before reaching its decision the Board examined all the facts and documents as well as the reports of its investigators and heard the representations of the company and of the union. In doing that the Board acted within the limits of its powers. Even if the Board made a mistake in believing that the union could be recognized as a *bona fide* association of the employees, and as a local or a unit of the Steelworkers legally and regularly constituted, it did not exceed its jurisdiction.

The Court cannot substitute its own appreciation of facts and of the documents for that of the Board.

The union had the right to organize and to represent a certain class of employees. But when the union claims to represent all the hourly-paid workers of the Company, they all in fact should be represented, and the union has no right to

ask the Board, in order that it could be certified as representing the absolute majority of the employees, to exclude from the count certain categories of hourly-paid workers working under the same conditions as the others.

The Board had no right to exclude the apprentices, charwomen, watchmen, and lead hands in necessary calculations to find out whether the union represented the absolute majority of "all the hourly-paid employees" of the company.

The Act describes the meaning of the term "employee" and what are the exceptions. The Board exists to apply the law as it is, and not to violate it; the Board cannot make distinctions and exceptions which the law does not make.

In eliminating certain classes of employees from the total of "all employees hourly-paid" in order that the union might have an absolute majority which otherwise it could not have, the Board violated the law, exceeded its powers and jurisdiction and rendered an invalid decision.

Further, Mr. Justice Boulanger added, that even with the exclusion of certain classes of employees it remains very doubtful that the union represented the majority

of all the hourly-paid employees. The report of the investigators was far from being positive in this matter.

If it was only a matter of an error on the part of the Board in interpreting and appraising the figures the Court would not have the right to intervene. But the law prescribes that the employer is bound to negotiate a collective agreement only with an association representing an absolute majority of the employees. The result is that the Board is bound by the law to certify as a bargaining agent only an association which unquestionably represents the majority of the employees. Therefore if the Board manoeuvres to give a fictitious majority to an association or if the Board certifies that an association comprises the majority of employees which it is applying to represent when this fact is not clearly established, the Board is violating the law, exceeds its jurisdiction and renders a decision which is null. This, in the opinion of the Court, actually happened in the case at bar.

*Canadian Ingersoll-Rand Co. Ltd. v. Commission de Relations Ouvrières de la Province de Québec et autres et United Steel Workers of America, Local 2982, et un autre, (1958) C.S. Nos. 3 & 4 p. 217.*

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## Recent Regulations, Federal and Provincial

Minimum wage rates for female employees are increased in Nova Scotia  
Annual fair wage schedule issued for Manitoba construction industry

In Nova Scotia, the new general order for women and the revised order for female beauty parlour employees set a weekly minimum of \$21.60 for Halifax and nine other large towns, \$19.20 for 33 other incorporated towns, and of \$14.40 for the remainder of the province. Another new order increased the minimum hourly rate for women employed in the fishing industry from 35 to 45 cents.

The new fair wage schedule issued in Manitoba set higher minimum rates for most construction workers and reduced the work week in a few cases.

Other regulations deal with overtime of federal prevailing rate employees and an exemption under the Saskatchewan Hours of Work Act.

### FEDERAL

#### Financial Administration Act

Regulations under the Financial Administration Act amending the Prevailing Rate Employees General Regulations (L.G., Feb., p. 187), the Ships' Crews Regulations and the Ships' Officers Regulations (L.G., March, p. 278) were gazetted on May 14.

Among other provisions, the amendment to the Prevailing Rate Employees General Regulations provides that effective July 1, 1958, prevailing rate employees will be compensated for each completed 15-minute period of overtime. Since January 1, when the revised regulations went into force, payment has been made for each completed hour of overtime.

The overtime rates are unchanged, however. Time worked in excess of the normal number of working hours or on a first day of rest must be paid for at a rate equal to one and one-half times the rates of normal and extra pay, if any, payable for that work. Double time must be paid for time worked on a second day of rest.

Another new provision states that if a prevailing rate employee works on a holiday he may be credited with a period of compensatory leave equal to one and one-half times the number of hours actually worked. Previously, if an employee worked four hours or less on a holiday, he could be given compensatory leave equal to one twelfth of the number of hours in his standard work week, or four hours, whichever was longer. If he worked more than four hours, the employee could be granted one sixth of the number of hours in his regular work week, or eight hours, whichever was longer.

The amendments to the Ships' Crews and Ships' Officers Regulations provide that, when determining salary rates, the Treasury Board may now require an employee to be given an allowance in lieu of rations and quarters in cases where rations and quarters are not furnished during the time he is actually aboard ship. Previously, the Treasury Board could fix such an allowance only when it was the custom on a particular ship to supply rations and quarters.

## PROVINCIAL

### Manitoba Fair Wage Act

The annual fair wage schedule fixing minimum wages and maximum hours of work at regular rates for certain construction workers in Manitoba was gazetted on April 26, to remain in force from May 1, 1958 until April 30, 1959. Higher rates were approved for most occupations and in few cases the work week was reduced.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in the Greater Winnipeg Water District or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council and to public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and the employer. Part II applies to public works for highway, road, bridge or drainage construction outside the city of Winnipeg.

Two sets of minimum wage rates covering 26 categories of workers are again set out in Part I. The higher or Zone "A" rates

apply to public and private work in Winnipeg and a 30-mile radius (excluding the town of Selkirk); the lower or Zone "B" rates apply to public work elsewhere in the province and to private work in cities with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas).

The 26 categories, which are unchanged, include skilled tradesmen, skilled building labourers, general building labourers, truck drivers and watchmen. One category was subdivided, however. Instead of fixing a single rate for base machine rubbers, the new schedule sets a special rate for journeymen, and four other rates which vary according to the worker's experience.

Except in the case of lathers and plasterers, whose minima remain fixed at \$2.25 and \$2.35 an hour, the Zone "A" rates are from 2 to 25 cents an hour higher, the most common increase being 15 cents an hour. On May 1, rates ranged from 95 cents an hour for watchmen to \$2.50 an hour for bricklayers, carpenter-millwrights and stonemasons. Further increases to \$2.50 and \$2.55 and \$2.20 an hour were authorized for ironworkers, licensed electrical journeymen and sheet metal journeymen effective from November 1. Journeymen plumbers and pipefitters were increased to \$2.40 an hour on May 1, with further increases to \$2.55 and \$2.60 effective May 27 and November 1.

Most of the Zone "A" rates are based on a 40-hour week. Work weeks were reduced in two cases, however. Helpers in the plumbing and pipe-fitting industry now work 40 hours a week instead of 48 and the work week of journeymen sheet metal workers has been reduced from 42½ hours to 40. The work week for building labourers remains 48 hours.

The Zone "B" rates, which, as before, are based on a 48-hour week, are from 2 to 40 cents higher for all occupations except that of machine rubber (wet), which remains \$1.20 an hour. The most common increase was 15 cents an hour. Zone "B" rates now range from \$1.20 an hour, the rate for certain machine rubbers, to \$2.20 an hour, the minimum for journeymen electricians, plumbers and pipefitters.

In Part II, where minimum wage rates are set out for 17 occupations, most of them involving the operation of road construction machinery, the rates have been increased by 5, 10 or 15 cents an hour, the most common increase being 10 cents. As a result, minimum rates for work on public roads and bridges now range from 90 cents an hour for watchmen and flagmen to \$1.50 an



hour for dragline, shovel and crane operators. Previously, the range was from 85 cents to \$1.40 an hour. Workers governed by this part are again permitted to work up to 120 hours in a two-week period at straight time rates.

### **Nova Scotia Female Minimum Wage Act**

A new general minimum wage order for female workers and two special orders governing women employed in beauty parlours and in the fishing industry, made by the Nova Scotia Minimum Wage Board on February 12, were gazetted on May 21 to take effect on June 1. A special order dealing with summer employment in hotels, restaurants, lunch stands, etc., situated outside the cities and larger towns has been incorporated into the general order.

The general order, which has now been extended to cover all parts of the province, including employment outside the incorporated towns, which was not previously covered, establishes a minimum weekly rate of \$21.60 for Halifax and nine other cities and towns with populations of 8,000 or more, of \$19.20 in centres with populations of from about 1,000 to 8,000, and of \$14.40 in the rest of the province. Learners' rates are no longer set.

Experienced beauty parlour employees are entitled to the same weekly minimum as women governed by the general order. No minimum is fixed for students in the first three months of training but one third of the full rate must be paid in the next three months and two thirds in the final three-month period.

The order for the fishing industry increased the minimum from 35 to 45 cents an hour, at the same time discontinuing the learners' rates.

A new provision in all three orders provides that split shifts must be confined within 12 hours following commencement of work.

### **General Order**

The new general order has a broader coverage than the former order, which was issued before the Act was extended to persons outside the incorporated cities and towns. It governs all women workers in the province except employees covered by the two special orders and persons employed as farm labourers and domestic servants.

Minimum rates continue to be fixed on a geographical basis, the province again being divided into three zones for wage-rate purposes. The zone boundaries have been re-drawn, however, to conform with the change in coverage.

Zone 1 now comprises the following cities and towns with a population of 8,000 or more: Halifax, Sydney, Glace Bay, Amherst, Dartmouth, New Glasgow, New Waterford, North Sydney, Sydney Mines and Truro.

Zone II again includes the following cities and towns with a population under 8,000: Antigonish, Bridgewater, Inverness, Kentville, Liverpool, Lunenburg, Parrsboro, Pictou, Trenton, Westville, Windsor and Wolfville. It also covers Dominion, Springhill, Stellarton and Yarmouth, which were formerly in Zone 1, and the following centres previously in Zone 3: Annapolis Royal, Berwick, Bridgetown, Canso, Clark's Harbour, Digby, Hantsport, Lockeport, Louisburg, Mahone Bay, Middleton, Mulgrave, Oxford, Port Hawkesbury, Shelburne, and Stewiacke.

Zone 3 comprises the rest of the province.

The new weekly minimum, \$21.60 in Zone 1, \$19.20 in Zone 2 and \$14.40 in Zone 3, applies to all workers governed by the order, irrespective of experience. Previously, lower rates were set for persons with less than six months experience in the type of work for which they were hired. In all three zones, the minimum for inexperienced workers was \$2 a week less during the first three months of employment and \$1 less in the next three months.

During the summer season (June 1 to September 30) female employees in hotels, tourist resorts, dine and dance halls, restaurants and lunch stands located within 20 miles of an incorporated town or city must be paid the minimum fixed for women workers in the nearest incorporated town. At other times they will be subject to the Zone 3 rate.

For an experienced worker living in Halifax or in one of the nine other cities in Zone 1, the new minimum represents an increase of \$4.80 a week over the previous minimum rate.

In Dominion, Springhill, Stellarton and Yarmouth, which were formerly in Zone 1 but are now in Zone 2, the minimum of female employees has been raised by \$2.40 a week.

Persons residing in any of the 12 towns in Zone 2 which were unaffected by the re-zoning are now entitled to \$3.40 more a week than formerly.

In the 16 towns previously listed in Zone 3 but now included in Zone 2 minimum wages are \$4.40 a week higher than before.

Learners' rates being no longer provided for, minimum wages of female employees with less than three months experience increased by \$2 a week more than those of

experienced workers and the minima of persons with from three to six months service by \$1 more.

As before, the minimum wage rates are for a maximum of 48 hours per week, or for the normal number of hours worked if less than 48. Work in excess of 48 hours, or of the usual number of hours worked as the case may be, is counted as overtime and must be paid for at the rate of time and one-half the regular rate.

The minimum for part-time workers is to be calculated by dividing the applicable weekly minimum by 48 or by the usual number of hours worked per week in the particular establishment if less than 48. As before, every part-time worker is guaranteed a minimum of four hours pay in any one day.

Where work is done on a piecework basis, no woman worker, regardless of the amount earned according to piecework rates, may receive less than the minimum rate. Previously, this provision applied only to learners in the first three months of employment.

Handicapped, female employees, by which is meant persons who, due to age or a mental or physical handicap, cannot perform the same amount of work as a normal person, may not be paid less than the minimum except with the permission of the Minimum Wage Board. As previously, each case will be dealt with separately, following a written application by the employer.

As before, all time during which a worker is required to wait for work on the employer's premises is to be counted as working time. No deduction from wages for absence from work which brings the wages of an employee below the minimum rate may exceed the value of the time lost, determined according to part-time rates.

Deductions from minimum wages for time not worked because of statutory holidays are again prohibited.

No deductions may be made from minimum wages for the use, purchase or laundering of uniforms or other special wearing apparel where these are required to be worn. If an employee is required to launder her own uniforms or other wearing apparel, she must be compensated at the prevailing laundry rates.

In place of a provision limiting the deductions that could be made from the minimum rate when board and lodging are furnished by an employer, the new order sets out maximum charges. The maximum charge for a week's board is set at \$5 and for a week's lodging \$2. Up to 25 cents may be charged for single meals. These are the

same amounts as were previously fixed as allowable deductions from the minimum rate.

The order again provides that wages must be paid promptly at regular intervals not exceeding one month.

### **Beauty Parlours**

The occupational coverage of the beauty parlour order is unchanged. As before, it applies to women employed in establishments where hairdressing, permanent waving, manicuring and similar occupations connected with beauty culture are carried on.

Except for the retention of students' rates and a few other minor differences, the provisions of the new order for beauty parlours are the same as those of the general order described above. Wages, as before, are fixed on a zone basis and the zone boundaries, which have been re-drawn, are the same as in the general order.

Operators with more than nine months experience are entitled to the same weekly minimum as women governed by the general order, namely, \$21.60 in Zone 1, \$19.20 in Zone 2 and \$14.40 in Zone 3. This means that, as under the general order, increases in the minimum wage range from \$2.40 to \$4.80 a week, depending on the location.

As indicated earlier, lower minimum rates are again set for "beauty operator students," by which is meant persons receiving instruction and training in hairdressing, permanent waving and similar occupations. In keeping with the trend, however, the learning period has been reduced from 18 months to nine.

As before, in any establishment, the number of female employees being trained as beauty operator students may not exceed 25 per cent of the total working force covered by the Order. However, in beauty parlours where the number of persons subject to the Order is seven or fewer, two female students may be employed.

The revised order does not fix a minimum wage for the first three months of training. For the next three months, it sets a minimum of \$7.20 a week in Zone 1, \$6.40 in Zone 2 and \$4.80 in Zone 3, in each case one-third the rate for experienced employees.

In the last three months of the training period, a beauty operator student must now receive a weekly minimum of \$14.40 in Zone 1, \$12.80 in Zone 2 and \$9.60 in Zone 3, two-thirds the minima of experienced operators.

The previous order fixed a minimum rate from the beginning of the training period, but a student was not eligible for the full rate until the end of 18 months.

The rules with respect to part-time work differ somewhat from those in the general order even though the method of determining rates is the same. One difference is that part-time workers in beauty parlours are not guaranteed a minimum of four hours pay in any one day as is the case in the general order. Another is that the part-time rates apply where any regular employee works only part time during any week, as well as where operators are hired on a part-time basis.

The provisions with respect to overtime, lost time and statutory holidays remain the same as those in the general order. In line with former practice, there is no regulation with regard to waiting time.

Employers who require their operators to wear uniforms must supply them without cost to their employees. If asked to launder their own uniforms, employees must be compensated at prevailing laundry rates.

For the first time, the order for beauty parlours limits the deductions that may be made for board and lodging, fixing the same maximum rates as the general order.

The method of payment is unchanged, the order again providing that wages must be paid weekly. No employee, whether paid on a time, bonus system or any other basis, may receive less than the prescribed minimum wage.

### **Fishing Industry**

The special order for the fishing industry applies to all women employed at washing, preparing, preserving, drying, curing, smoking, packing or adapting any kind of fish for sale, shipment or use.

Although the work week is the same, minimum wages for the fishing industry continue to be fixed on a different basis than in the other orders. Instead of weekly minimum rates varying according to the zone, the order for the fishing industry sets a single hourly rate, 45 cents, which applies throughout the province. The 45 cent-an-hour rate is the same as the rate arrived at by dividing the Zone 1 rate prescribed in the other orders (\$21.60) by 48.

The revised order, following the example of the new general order, has discontinued the learners' rates, which applied to persons with less than three months experience in the industry. As a result, the minimum of such employees has been increased by 12, 14, or 16 cents depending on the length of

service, whereas, as previously noted, the minimum of experienced workers was raised by only 10 cents.

A daily guarantee provision is again included which, unlike that in the general order, is not restricted to part-time workers. It states that no employee may be paid for less than three hours' work, or \$1.35 in any one day.

In line with former practice the fishing industry order does not lay down special provisions for handicapped employees. However, it continues to prohibit employers from paying pieceworkers less than the minimum wage regardless of the amount earned on a piecework basis.

The rules with respect to overtime and waiting time are the same as those in the general order and represent no change for employees in this industry.

The provisions with respect to board and lodging and uniforms have been revised to conform with those in the general order. One result is that women in the fishing industry are now entitled to compensation if required to launder their own uniforms.

For the first time, there is a provision requiring employees in this industry to be paid at regular intervals not exceeding one month.

### **Saskatchewan Hours of Work Act**

The order exempting employees of rural municipalities engaged in road construction or maintenance from the overtime provisions of the Saskatchewan Hours of Work Act, which was revised last November to remove from the coverage of the order persons engaged in the storage, servicing or repair of road maintenance equipment, has now been revised to cover employees who do on-the-job repairs and servicing.

Employees engaged in any occupation in connection with the storage, servicing or repair of road construction or maintenance equipment done in the municipality warehouse or repair shop are expressly excluded from the revised order. Such employees will continue to be governed by O.C. 1837/55, which requires the payment of overtime for all hours worked in excess of 48 in the week.

The new order, which replaces O.C. 2169/57 (L.G., Jan. p. 83) was approved by O.C. 790/58, gazetted on May 16, and effective May 19.

By discontinuing a long-established practice of giving employees turkeys at Thanksgiving and Christmas an employer did not violate an agreement which required that local working conditions be maintained, a United States arbitrator recently decided. The gifts, the arbitrator held, were a gratuity over and above the stipulated compensation of the employees; giving turkeys was not a practice of the kind which became binding under the description "local working conditions".



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in April was about 15 per cent lower than March figure but 33 per cent higher than total in April 1957, statistics\* show. Claims on live file down 16 per cent

The number of initial and renewal claims for unemployment insurance benefit in April was 217,500, about 15 per cent lower than the March figure of 253,338 but 33 per cent higher than the 163,519 claims filed during April 1957.

These totals approximate the number of new cases of recorded unemployment among insured persons, in that persons without a job who wish to draw benefit are required to file either an initial or a renewal claim. Invariably a certain number of initial claims are taken on behalf of those who exhaust their benefit and wish to be considered for establishment of a subsequent benefit period. Such claims do not constitute new cases.

The number of persons having a claim for Unemployment Insurance Benefit in the "live" file was 722,252 on April 30, a decline of some 137,000 or 16 per cent from the total of 859,639 on March 31. On April 30, 1957 the total was 373,609.

This year's figures include seasonal benefit claimants numbering 226,870 on April 30 and 235,051 on March 31; there were no seasonal benefit claims in the live file on April 30, 1957, the seasonal benefit period having ended on April 20. Claimants for regular benefit thus declined by 20 per cent from March to April.

Seasonal benefit claimants were down by only 4 per cent, however, and they increased in relative importance, from 27 per cent of the total on March 31 to 31 per cent on April 30.

While part of the reduction in the number of regular claimants in April is probably due to a seasonal pickup in activity, particularly construction, some of it is undoubtedly due to the fact that claimants exhausting their regular benefit have payments extended under seasonal benefit,

thus causing a shift in the distribution of the claimants under regular and seasonal benefit. The net decrease in the number of seasonal benefit claimants is accounted for by a reduction in the number of fishing claimants having a claim in the live file on April 30 (12,578) in comparison with 20,137 on March 31. Benefit entitlement for fishing claimants is relatively lower than for non-fishing claimants, coverage having been extended to fishermen only as of April 1, 1957.

Postal claimants comprised 42.4 per cent of total claimants on April 30 compared with 41.9 per cent on March 31. Seasonal claimants on April 30 were 50 per cent postal, as against 39 per cent of regular claimants in this category.

The proportion of males dropped 2.4 percentage points on April 30, when 79 per cent were male, compared with 81.4 per cent on March 31. Last year, 80.6 per cent were male. The male segment of the claimant group is more sensitive to seasonal variations because the more highly seasonal industries such as logging and construction employ mostly males.

Of all the persons having a claim in the live file on April 30, 65 per cent had been continuously on claim nine weeks or more, and close to 25 per cent had been on since early in December. On March 31 these percentages were 62 per cent and 12 per cent, respectively. Because the 1956-57 seasonal benefit period terminated on April 20, 1957, the April 30, 1957 data refer to

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

regular claimants only and, as a result, the year-to-year pattern of duration on claim is not strictly comparable.

Initial and renewal claims adjudicated during April totalled 237,375, of which 211,452 or 89 per cent were entitled to benefit. Of the 166,514 initial claims handled, 14,056 or 8 per cent were found unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

The amount paid during April (\$66.7 million) was slightly below the record of \$72.4 million for March, but was 65 per cent above the \$40.4 million paid out in April 1957. The average weekly payment was \$21.59 for April, \$21.48 for March and \$21.13 for April 1957.

### Insurance Registrations

Since this year the annual renewal of insurance books takes place during May, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30 are not yet available. However, the figures for May, which will be published next month, will include all persons who have been newly insured since April 1.

At April 30 employers registered numbered 303,134, an increase of 1,618 since March 31.

### Enforcement Statistics

During April, 5,225 investigations were conducted by enforcement officers across Canada. Of these, 3,423 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 98 were miscellaneous investigations. The remaining 1,704 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 115 cases, 8 against employers and 107 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1066\*.

### Unemployment Insurance Fund

Revenue received in April totalled \$17,-291,877.22 compared with \$21,327,216.42 in March and \$20,407,877.99 in April 1957. Benefits paid in April totalled \$66,653,314.04 compared with \$72,358,172.53 in March and \$40,374,683.94 in April 1957. The balance in the fund on April 30 was \$694,154,698.84; on March 31 it was \$743,516,135.66 and on April 30, 1957, \$854,607,845.71.

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1510, May 1, 1958

**Summary of the facts:** The claimant, a married man, last worked as a carpenter in C....., Alberta, from May 1956 to October 26, 1956, at a wage of \$2.05 an hour. He made an application for benefit at the local office of the Unemployment Insurance Commission in P....., British Columbia, on November 27, 1956 and requested the dependancy rate in respect of his son Ernest, age 11 years.

In the dependancy certificate, the claimant explained that he was separated from his wife but still contributed to the support of his family who resided with her. The claim was allowed and the claimant received benefit at the dependancy rate for eighteen (18) weeks.

In a routine spot check, the district investigator called on the claimant on April 3, 1957 and on that date obtained a declaration from him to the effect that his wife and ten children had left him about ten years

ago and had not lived with him since; that three of them, including the son in respect of whom he claimed the dependancy rate, were still under 16 years of age and residing with his wife at M....., Alberta; that for most of this period he had supported his family to the extent of contributing \$60 a month; that for the last two years this money had been paid through the Family Court at C..... and that the last payment which he had made was in the amount of \$10 and was paid through the Family Court about November 1, 1956, just before he left C....., and that he thought the Unemployment Insurance Commission was sending his son his share of the benefit.

The insurance officer was of the opinion that the claimant was not wholly or mainly maintaining his alleged dependant because he had not contributed to his support since

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\*These do not necessarily relate to the investigations conducted during this period.

November 1, 1956, not even to the extent of the difference between the single and dependancy rate of benefit. He, therefore, reduced the claim to the single rate effective November 25, 1956, thereby creating an overpayment. The claimant was notified of this decision on May 3, 1957.

From this decision the claimant, who in the meantime had returned to C....., appealed to a board of referees on May 27, 1957. He pointed out that by court order he was required to pay the sum of \$15 a week for the support of his children, that these maintenance payments, although at present in arrears, would be required to be made by him.

The board of referees heard the case in C....., on July 11, 1957. The claimant and his lawyer were present at the hearing. The board allowed the appeal on the ground that from April 1957 to July 6, 1957, the claimant had paid \$225 to the Family Court, and the portion of this sum which could be applied to the arrears of the maintenance payments exceeded the difference between the single and dependancy rate, namely, \$23 and \$30 a week, respectively, for the eighteen (18) weeks which the claimant had been on benefit. The board expressed the view that qualification for dependancy rate surely depends upon the support given to a dependant or dependants when the claimant is employed but it did not know the statutory duty of the claimant in this respect after he became unemployed.

The Director of Insurance Branch appealed to the Umpire and requested that he decide:—

(a) Whether or not a claimant is entitled to the dependancy rate of benefit if, while on claim, he fails to contribute to the maintenance of the dependant as required by a court order although he may have complied with the court order while working;

(b) Whether or not the resumption of payments toward maintenance of the dependant in compliance with the court order, which may cover the arrears in part, has a retroactive effect on the claimant's entitlement to the dependancy rate of benefit while he was previously in receipt of benefit.

**Conclusions:** Sub-section 3 (a) (iii) of section 47 of the Act reads:—

(3) For the purposes of this section,

(a) a person with a dependant is

(iii) a person who maintains wholly or mainly one or more children under the age of sixteen years...

This provision is in no way ambiguous. The evidence must show that the claimant pays either the whole cost of maintenance or more than half the usual cost thereof, and whether or not a child is being wholly

or mainly maintained by a claimant at the date when a claim for benefit in respect of such child is made, is a question of fact.

Ordinarily, in determining whether a claimant is wholly or mainly maintaining the child claimed for as a dependant, the time to be considered is not the moment when the claim is made, but the time when the claimant was in employment. In the present instance, the evidence shows that the claimant, for a considerable period prior to becoming unemployed, paid \$15 a week for the support of one or more persons. As this amount obviously was sufficient to pay more than half the actual cost of maintenance of at least the person specifically claimed for as a dependant and as such person was a child under the age of 16 years, I consider that the child was a dependant of the claimant at the date when the claim for benefit at the dependancy rate in respect of such child was made.

The evidence shows also that, after becoming unemployed, that is, during the 18 weeks he was on benefit, the claimant ceased to contribute towards the support of the person or persons in respect of whom he used to pay \$15 a week while in employment and that, after resuming employment, he paid on account of arrears, from April 1957 to July 6, 1957, the sum of \$225. This amount is far in excess of the \$7 per week which in this case is the difference between the rate of benefit for a person with a dependant and that for a person without a dependant, and which the insurance officer rightly suggested that the claimant should have paid during the 18 weeks of his unemployment in order to qualify for the dependancy rate while on claim. The said amount of \$225 also indicates his good faith and supports his statement that he thought the Commission was sending his son a share of the benefit.

The Act does not define the word "maintains" and whether or not it covers a weekly, monthly or yearly contribution. The claimant's contributions if calculated on a yearly basis were more than sufficient to qualify him for the dependancy rate of benefit. Technically, it might be said that because of the claimant's failure to make payments during his period of unemployment, he had temporarily ceased to be the main support of his child, but even if this were so, I am inclined to give the claimant the benefit of the doubt in respect of his statement that he believed that something was being remitted to his son even while he remained unemployed.

Moreover, the sufficiency of the amount required to maintain a dependant within the meaning of the Act is a question of fact,



and in this case there is nothing in the record to indicate what would have been the minimum weekly contribution required to be made by the claimant in order to fulfil the requirement of being the main support of the young child who was living with his mother.

For all the above reasons, in this particular case, I am disposed to hold that the claimant was entitled to benefit at the dependance rate as from the effective date of his claim.

The existence of a court order is entirely irrelevant in deciding whether or not a person is a dependant under the Act.

The appeal is disallowed.

### **Decision CUB-1517, May 20, 1958**

**Summary of the facts:** On November 25, 1957, the claimant registered for employment as a locomotive fireman and filed an initial application for benefit, stating that he had worked as such from May 27, 1957 to November 18, 1957, when he was laid off because of a shortage of work. He stated also that he had been unemployed since and that he was not on any "board for call". The employer reported that the claimant was laid off because of a reduction of staff.

On November 25, 1957 also, the claimant was instructed (on form UIC-501D) to report to the local office on December 11, 1957 and, as he did not have his insurance book, to take the book to the local office immediately he received it. The insurance book was received on December 31, 1957, the claimant turned it in on January 2, 1958 and filed a renewal claim for benefit. On the following day, the claimant filled in and produced weekly reports (form UIC-489) covering the period November 24, 1957 to December 28, 1957 and explained that the reason he did not report to the local office until January 2, 1958 was that an employee of the local office told him to bring in his book as soon as he received it and that he would not lose any benefit payments.

The claims taker, in a statement dated January 3, 1958, said that the claimant was instructed to report to the local office on December 11, 1957, as his booklet (Form UIC-501D-Direction to Report and Information for Claimants) would prove; that he was also informed that immediately he received his book from the employer to take it to the local office; that he reported on January 3, 1958 and a new claim was taken; that he refused to sign documents, demanding that his original claim of November 25, 1957 be considered valid; that he was distinctly told he would have

to report to the local office on December 11 and that he waited until his insurance book was received, which was beyond the stipulated date.

The insurance officer disqualified the claimant from receipt of benefit from November 24, 1957 to January 1, 1958, for not having made his continuing claim in the prescribed manner as required by section 147 of the Unemployment Insurance Regulations in that he had failed to show good cause for failure to report to the local office as directed by the claim officer to prove availability.

The claimant appealed to a board of referees, before which he appeared on February 6, 1958. The board, by a majority decision, disallowed the appeal on the grounds that it was satisfied the local office had instructed the claimant to report to that office on December 11, but for some reason or other, through a misunderstanding or otherwise, he did not do so until January 2, 1958, which was after he had received his insurance book from the employer (December 31, 1957). The board pointed out that the claimant admitted at the hearing that the date of December 11, 1957, was inserted in his booklet of instructions as the date for his reporting. The dissenting member commented in part: "(The claimant) admits receiving a copy of 501D and that his reporting date was marked therein as December 11, 1957. However, he read page 1 and understood that part of the clause which reads 'unless you are otherwise instructed' to mean that 'December 11' did not apply unless he had received his book by that date. Therefore, he did not report... I believe this to be a complete misunderstanding of instructions of the officer, and under the circumstances this claim should be allowed".

The claimant's Brotherhood appealed to the Umpire, mainly on the ground that he was misinformed by the local office concerning the effect any delay in depositing his insurance book might have on his entitlement to benefit.

In a letter to the local office dated April 9, 1958, the Legislative Representative of the claimant's Lodge of the Brotherhood contended that the claimant had read the instructions in the booklet referred to and noted the inserted reporting date of December 11 but regarded it as a formality as he had been told to come back to the local office when he received his insurance book from the employer; that he believed these instructions superseded the date inserted in

*(Continued on page 790)*

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during May Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 219 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 242 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	111	\$164,154.00
Post Office .....	20	340,808.87
Public Works .....	1	6,250.00
R.C.M.P. ....	14	308,992.51
St. Lawrence Seaway Authority .....	4	274,423.84

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during May

During May the sum of \$7,159.40 was collected from 17 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 187 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Avonport Marsh N S:* Hennessy & Spicer Ltd, construction of dyke and drainage. *Fort Ellis Marsh N S:* Salmon River Construction Ltd, construction of dyke; McCully & Soy Ltd, construction of drainage. *Grand Pre Marsh N S:* J G Webster Construction Ltd, construction of dyke, Wickwire Portion. *Horton Marsh N S:* Welton Construction Ltd, construction of dyke; Welton Construction Ltd, construction of drainage. *Rhynds Creek Marsh N S:* J G Webster Construction Ltd, construction of dyke; McCully & Soy Ltd, construction of drainage. *Sackville N B:* Modern Construction Ltd, construction of Tantramar River Dam. *St Malo Man:* Simkin's Construction Co Ltd, construction of dam & spillway, Rat River.

### Central Mortgage and Housing Corporation

*Gander Nfld:* Conniston Construction Co, site improvement & planting, CMHC 5/56. *St John's Nfld:* Eastern Woodworkers Ltd, construction of housing units, FP 5/54. *Saint John N B:* M J Buckley, insulation of basements, FP 3/56. *Valcartier Que:* Bedard & Girard Ltd, construction of underground electrical distribution system, DND 8/56. *Camp Borden Ont:* Ontario Power Line Construction Co, installation of electrical distribution system, DND 13/55. *Fort William & Port Arthur Ont:* Froggett & Van der Mout, exterior painting of housing units. *Gloucester Ont:* E L Pranschke, construction of housing units & services, DND 4/58. *Toronto Ont:* Evans Contracting Co Ltd, site improvement & planting, Regent Park South, FP 1/53. *Lloydminster Sask:* George & Ellwood, \*construction of concrete walks & repairs to basements, etc. *North Battleford Sask:* C M Miners Construction Co Ltd, \*construction of concrete walks & repairs to basements, etc. *Saskatoon Sask:* H H Crossman, exterior painting of housing units, VR 6/49; John Bundy Construction, \*construction of concrete walks & repairs to basements, etc. *Edmonton Alta:* Ideal Paving Co Ltd, \*paving rear areas, Highlands Courts. *Kamloops B C:* Helge Harbest Painting Co Ltd, \*exterior painting of housing units.

### Department of Citizenship and Immigration

*James Bay Indian Agency Ont:* Pulsifer Construction Ltd, construction of Indian day school, Moose Factory Island. *Kamloops Indian Agency B C:* Floor-Lay Services Ltd, installation of floor covering, Kamloops IRS. *Kootenay Indian Agency B C:* Gordon Latham Ltd, installation of heating facilities & laundry drier, Kootenay IRS. *Yukon Indian Agency Y T:* Blanchet Bros, painting of Lower Post IRS.



## Defence Construction (1951) Limited

*Summerside P E I*: County Construction Co Ltd, construction of control tower, RCAF Station. *Dartmouth N S*: Fundy Construction Co Ltd, construction of extension to central heating plant, *HMCS Shearwater*. *Greenwood N S*: Canadian Vickers Ltd, supply & installation of steam generating unit. *Halifax N S*: E P Electric Products Co Ltd, supply & installation of regulator controlled oil immersed selenium rectifier. *Sydney N S*: Reg H Steen Ltd, installation of steam distribution system, RCN. *Camp Gagetown N B*: Newton Construction Co Ltd, construction of POL service station. *Bagotville Que*: J O Lambert Inc, construction of control tower, transmitter & receiver bldg, RCAF Station. *Bouchard Que*: Blainville Welding & Supplies Inc, renovation to steam distribution & feedwater treatment. *St Hubert Que*: A N Bail Co Ltd, construction of control tower, RCAF Station; A N Bail Co Ltd, construction of refuelling tender garage. *Ville La Salle Que*: Montsor Ltée, construction of sports field, *HMCS Hochelaga*: Dominion Bridge Co Ltd, replacing timber crane rail columns with structural steel columns & associated shoring, etc. *Barriefield Ont*: Black & McDonald Ltd, rehabilitation of electrical services; Standard Structural Steel Ltd, supply & erection of structural steel for physical training bldg. *Gloucester Ont*: Sirotek Construction Ltd, construction of recreation hall & stores bldg, RCN Station. *Kingston Ont*: M Sullivan & Son Ltd, construction of Naval Reserve Division Bldg; Bedard & Girard Ltd, construction of underground electrical distribution system. *Orillia Ont*: The Ontario Building Cleaning Co Ltd, cleaning, repairing & waterproofing of armouries. *Petawawa Ont*: Evans Contracting Co Ltd, paving, landscaping & fencing; Southern Structural & Reinforcing Steel Inc, supply & erection of structural steel for physical training bldg; Allan Stewart & Basil Broad Construction Co Ltd, extension to utilities, BB area. *Uplands Ont*: Horton Steel Works Ltd, supply & installation of high pressure air storage tanks, NAE; North Shore Construction Co Ltd, construction of roads, parking areas, etc. *Churchill Man*: Carter Construction Co Ltd, addition to garage, HMC Naval Radio Station; Mechron Engineering Products Ltd, supply & installation of diesel electric generator. *Moose Jaw Sask*: Bird Construction Co Ltd, renovations to lean-tos of hangars. *Calgary Alta*: Bird Construction Co Ltd, construction of RCME workshop bldg, Sarcee Camp; Bennett & White (Alberta) Ltd, construction of tank hangar bldg, Sarcee Camp; Burns & Dutton Concrete & Construction Co Ltd, construction of WO's & sergeants' mess, Currie Barracks. *Penhold Alta*: Burns & Dutton Concrete & Construction Co Ltd, renovations to lean-tos of hangars, RCAF Station. *Chilliwack B C*: C B Archibald Piping Ltd, installation of steam distribution system, stage 1V; J H McRae Co Ltd, renovation of electrical distribution system; Columbia Bitulithic Ltd, construction of roads, contract No 1, RCSME. *Royal Roads B C*: W R Menzies & Co Ltd, installation of steam & condensate lines from Grant Block to Nixon Block & removal of heating equipment from Grant Block.

## Building and Maintenance

*Summerside P E I*: Boudreau's Sheet Metal Works Ltd, reroofing of lean-tos of five hangars & drill hall. *Greenwood N S*: Chas W Thompson, application of fertilizer & lime. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of 106 PMQs. *Camp Borden Ont*: Malach Roofing & Flooring Ltd, residing of 24 bldgs. *Trenton Ont*: H J McFarland Construction Co Ltd, application of slurry seal on roads, RCAF Station. *Weston Ont*: McNeilly Bavington Ltd, exterior painting of various bldgs. *Sea Island B C*: Dawson, Wade & Co Ltd, replacement of sanitary sewer lines, RCAF Station.

## Department of Defence Production

*Charlottetown P E I*: County Construction Co Ltd, installation of heating system in bldg No 3, Brighton Compound. *Summerside P E I*: Curran & Briggs Ltd, laying of concrete floors in garage, RCAF Station. *Halifax N S*: W A Chaddock & Co Ltd, replacement of coil, Bldg S-24, *HMCS Stadacona*; R R Power Ltd, repairs to boundary fence, Gladstone St Bulk Stores. *Sydney N S*: Canada Catering Co Ltd, catering at *HMCS Acadia*. *Campbellton N B*: Hub Electric Reg'd, rewiring of Mowatt Bldg. *St Margarets N B*: M F Esson & Sons Ltd, construction of sports field, RCAF Station. *Longue Pointe Que*: John Davidson & Sons Ltd, interior painting of bldgs, Barrack Area; South Shore Construction Inc, repairs to road, Barrack Area. *Ste Foy Que*: Desire Delisle, reroofing of 13 bldgs, PMQs area. *Ste Therese Que*: Harbour Electric Ltd, replacement of power line poles, Bouchard Military Camp. *Camp Petawawa Ont*: Walter Mansveld, exterior painting of bldgs. *Kingston Ont*: Cardinal Painting & Decorating

Co Ltd, interior painting of bldgs, RMC. *Ottawa Ont*: Rideau Aluminum & Steels Ltd, installation of exhaust system in kitchen, Beaver Barracks. *Rockcliffe Ont*: Metallicrete Floor Co Ltd, resurfacing concrete runway button, RCAF Station; O'Leary's (1956) Ltd, repairs to pavement, RCAF Station. *Trenton Ont*: Refractories Engineering & Supplies Ltd, repairs to boiler, central heating plant, bldg No 27, RCAF Station. *Camp Dundurn Sask*: Edwin Fryer, catering. *Saskatoon Sask*: O Waschuk, replacement of concrete floors in hangars, RCAF Station. *Penhold Alta*: Western Builders Ltd, construction of parachute drying well, RCAF Station. *Comox B C*: Canada Catering Co Ltd, catering at HMCS Quadra. *Esquimalt B C*: Parfitt Construction Co Ltd, repairs to staff house No 2, nurses' residence, HMCS Naden.

### Department of Justice

*Joyceville Ont*: James Kemp Construction Co Ltd, construction of administration bldg No 1; James Kemp Construction Co Ltd, construction of power plant bldg No 12; A Stroud Ltd, installation of steam generating plant & equipment, bldg No 12; James Kemp Construction Co Ltd, construction of automotive & shop bldg No 11; Francis Hankin Co Ltd, construction of radial brick chimney; James Kemp Construction Co Ltd, construction of stores bldg No 9 & maintenance shop No 10; Ball Brothers Ltd, construction of kitchen bldg No 5; Ball Brothers Ltd, construction of laundry & clothing repair bldg No 7 & shop bldg No 8; Ball Brothers Ltd, construction of hospital & chapels bldg No 2 & accommodation bldg No 3.

### National Harbours Board

*Halifax N S*: Blunden Supplies Ltd, construction of canteen & gear room bldg, Ocean Terminals; The Canada Gunitite Co Ltd, waterproofing exterior walls of storage units, Grain Elevator. *Quebec Que*: Carter Construction Co Ltd, construction of receiving facilities & marine towers. *Three Rivers Que*: The Foundation Co of Canada Ltd, construction of wharf extension, section No 20.

### Department of Public Works

*Wesleyville Nfld*: R S Chaulk & Sons Ltd, construction of federal bldg. *Charlottetown P E I*: Chappell & Co, laying of underground cables & installation of lights on Railway Wharf. *Fishing Cove P E I*: Morrison & McRae Ltd, extension to breakwater. *Red Head P E I*: Edward MacCallum, construction of retaining wall. *Souris P E I*: County Construction Co Ltd, breakwater repairs. *Summerside P E I*: Curran & Briggs Ltd, improvements to railway wharf. *Wood Islands P E I*: Morrison & McRae Ltd, improvements to ferry terminal. *Englishtown N S*: Kenney Construction Co Ltd, wharf repairs. *Lunenburg (Battery Point) N S*: Acadia Construction Ltd, breakwater reconstruction. *Marie Joseph N S*: Continental Construction Co Ltd, wharf reconstruction. *South Bar (Sydney Harbour) N S*: Municipal Ready-Mix Ltd, construction of groyne. *Baie Ste Anne N B*: Lloyd G Smith, wharf extension. *Burnt Chuhch N B*: J W & J Anderson Ltd, wharf repairs. *Campbellton N B*: Ralph Sharp, construction of causeway approach to Cross Point Bridge. *Fundy National Park N B*: Dexter Construction Co, patching of roads. *Grande Anse N B*: Comeau & Savoie Construction Ltd, breakwater repairs. *Lower Neguac N B*: Fortunat Bernard, wharf extension. *Bagotville Que*: J O Lambert Inc, addition & alterations to federal bldg. *Blackpool Que*: Roger Electric Inc, improvements to outdoor lighting, Citizenship & Immigration Bldg. *Chandler Que*: Les Entreprises Nationales Ltee, wharf repairs. *Etang du Nord Que*: Turbide & Jomphe Enrg, construction of pier. *Montreal Que*: Charney Bros Inc, painting, etc, of federal bldg. *Natashquan Que*: Landry Construction Inc, construction of wharf. *Noyan Que*: Tracy Construction Inc, wharf repairs. *Ste Rose Que*: J Lamontagne Ltee, addition & alterations to federal bldg. *Agin-court Ont*: Fidelity Construction Ltd, construction of post office bldg. *Collingwood Ont*: A E Hawkin Co Ltd, breakwater repairs. *Guelph Ont*: Dunker Construction Ltd, construction of federal bldg. *Hamilton Ont*: Tidey Construction Co Ltd, construction of ramp & replacement of doors, federal bldg. *Hawkesbury Ont*: Dufort & Lavoie, widening of approach to Perley Bridge. *Hollow Lake (Dorset) Ont*: R A Blyth, wharf improvements & extension. *Kingston Ont*: Robert D Mackey Construction Co Ltd, wharf repairs, LaSalle Causeway. *Ottawa Ont*: E G M Cape & Co (1956) Ltd, construction of surveys & mapping bldg, Booth St; Dominion Electric Protection Co, installation of central fire alarm system, etc, Jackson Bldg; Thomas Fuller Construction Co Ltd, construction of sewerage & water distribution system, etc, Riverside Drive; D Bremner Construction Co

Ltd, alterations for installation of knock testing laboratory, St Patrick St; L Beaudoin Construction Co, alterations & repairs to Argyle Bldg. *Parry Sound Ont*: Macklaim Construction Co Ltd, construction of floats. *Port Burwell Ont*: Dean Construction Co Ltd, harbour repairs & improvements. *Port Stanley Ont*: Sir Lindsay Parkinson (Canada) Ltd, harbour repairs & improvements. *Smithfield Ont*: Tatham Co Ltd, construction of food processing laboratory. *Thornbury Ont*: Ruliff Grass Construction Co Ltd, repairs to retaining wall. *Toronto Ont*: Evan S Martin Construction Ltd, supply & installation of partitions in Postal Station "Q". *Beausejour Man*: North American Lumber & Supply Co Ltd, construction of RCMP detachment quarters. *Hamiota Man*: Jaska Construction Ltd, construction of RCMP detachment quarters. *McBeth Point Man*: Sigurdson Fisheries Ltd, construction of breakwater wharf. *Winnipeg Man*: Allen Reynolds, removal of ashes & garbage from various bldgs. *Canora Sask*: C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Cupar Sask*: Theodore F Fordon, construction of post office bldg. *Edmonton Alta*: C H Whitham Ltd, alterations to first floor, Massey-Harris Bldg. *Vermilion Alta*: K G Myers Construction Ltd, construction of federal bldg. *Fraser River B C*: Gilley Bros Ltd, improvements to Steveston Cannery Channel. *Kootenay National Park B C*: Storms Contracting Co (Pacific) Ltd, bituminous stabilized base course, mile 44-56.2, Banff-Windermere Highway. *Ladysmith B C*: Fraser River Pile Driving Co Ltd, construction of boat harbour. *New Massett B C*: Pacific Piledriving Co Ltd, wharf & shed extension & repairs to structure, etc. *New Westminster B C*: Fraser River Pile Driving Co Ltd, renewal of fender system; C H E Williams Co Ltd, rehabilitation of electrical system for railway bridges. *Port Alberni B C*: Basarab Construction Co Ltd, wharf repairs. *Prince Rupert (Sourdough Bay) B C*: Skeena River Piledriving Co, construction of departmental wharf. *Sydney B C*: E J Hunter & Sons, addition & alterations to federal bldg. *Vancouver B C*: George D McLean & Assocs Ltd, installation of shed cubicles, False Creek Fishing Harbour; Turnbull & Gale Construction Co Ltd, construction of comfort station, False Creek Fishing Harbour. *Cambridge Bay N W T*: Barry Sheet Metal Co Ltd, installation of plumbing & heating services for nursing station. *Yellowknife to Rae N W T*: Mannix Co Ltd, grading & surfacing, mile 20-58, Development Road. *Carmacks Y T*: Dawson & Hall Ltd, construction of Yukon River Bridge. *Tatchum River Y T*: Dawson & Hall Ltd, construction of bridge.

#### Contracts Containing the General Fair Wages Clause

*St John's Nfld*: Canadian National Railway Drydock, docking & repairs to Dredge PWD No 400. *Graham's Pond P E I*: Maritime Dredging Ltd, dredging. *Muninegash, P E I*: Norman N McLean, dredging. *Alder Point N S*: J P Porter Co Ltd, dredging. *Black Point N S*: Mosher & Rawding Ltd, dredging. *Glace Bay N S*: J P Porter Co Ltd, dredging. *Halifax N S*: D A Cummings Ltd, repairs to roof, North End Station. *Weymouth North N S*: J P Porter Co Ltd, dredging. *Bathurst N B*: J P Porter Co Ltd, dredging. *Campbellton N B*: J P Porter Co Ltd, dredging. *Dipper Harbour N B*: Saint John Dredging Co Ltd, dredging. *Harshman's Brook N B*: Roger LeBlanc, dredging. *Moncton N B*: Ambrose Wheeler Ltd, alterations to public bldg. *Saint John (Courtenay Bay) N B*: Standard Dredging Co Ltd, dredging. *Montmorency Que*: Chantier Maritime de St Laurent Ltee, repairs to steel hopper scow No 69 (Plant 130). *St Sulpice Que*: Theode Robidoux Inc, dredging. *Hamilton Ont*: James Kemp Construction, alterations to post office bldg. *Listowel Ont*: E Wall & Perkins Bros, installation of screenline, federal bldg. *New Hamburg Ont*: John B Erb, installation of screenline, Post Office bldg. *North Bay Ont*: J Lefebvre, cleaning of windows, federal bldg. *Ottawa Ont*: Sanco Reg'd, installation of deodorizers in various bldgs; Marcel Jacques, painting at No 6 & 9 Temporary Bldgs; Rene Clerous, repairs to heating system, Food & Drug Laboratory; Ottawa Building Maintenance, redecoration at Motor Bldg; J R Statham Construction Ltd, alterations to Mines Bldg; F Fentiman & Sons, installation of garage doors, RCMP Bldg; J R D'Aoust Reg'd, alterations to No 8 Temporary Bldg; Presley Painting & Decorating, redecoration at No 8 Temporary Bldg; Ottawa Building Maintenance, painting at Experimental Farm; Gaston Lavoie, alterations to "C" Bldg; Rideau Aluminum & Steels Ltd, installation of sinks, Justice Bldg; Trudel & McAdam Ltd, repairs to stairways, Parliament Bldgs; J R Statham Construction Ltd, repairs to roof, Connaught Bldg; Ottawa Plumbing & Heating Ltd, repairs to sprinkler system in various bldgs. *Port McNicol Ont*: Rei Construction Co, installation of screenline, Postal Bldg. *Toronto Ont*: Taylor Bros, alterations to Station "A". *Windsor Ont*: Bluebird Service, cleaning of windows, federal bldg. *Regina Sask*: W H McDiarmid Construction Ltd, repairs to new Post Office Bldg; W H McDiarmid Construction Ltd, repairs to Motherwell Bldg. *Edmonton Alta*: Standard Iron



& Engineering Works Ltd, construction of boom & turntable, etc, for Dredge No 251. *Near Hope B C*: Fraser River Dredging Co Ltd, dredging; Scuffler Dredge Co Ltd, dredging. *Greenwood B C*: Hugh D Johnston, plumbing repairs in public bldg.

### The St. Lawrence Seaway Authority

*Lachine Section Que*: Grant Mills Ltd, construction of superstructure, regulating channel bridge, Cote Ste Catherine Lock; Roy Robertson Excavation & Foundation Co Ltd, extension to sewer outfall, Municipality of Laprairie; Link-Belt Ltd, supply & installation of trash bar screens & power rake, Montreal South Sewage Pumping Station.

### Department of Transport

*Halifax N S*: Ellis-Don Ltd, construction of raytheon AASR site; Purdy Bros Ltd, \*construction of twin screw diesel engined landing barge. *Moncton N B*: Campbells' Electric Reg'd, construction of airport lighting facilities. *Mont-Joli Que*: Adrien Berube, construction of garage. *Kenora Ont*: Bergman & Nelson Ltd, construction of raytheon AASR site. *Malton Ont*: W G Gallagher Construction Ltd, alterations to hangar. *North Bay Ont*: Whelpton Electric Ltd, installation of control cables, AASR Bldg. *St Catharines Ont*: Provincial Engineering Ltd, installation of airport lighting facilities. *Beaverlodge Sask*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Regina Sask*: Brown-Plotke Engineering & Construction Ltd, construction of garage at airport. *Calgary Alta*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Embarras Alta*: McRae & Assocs Ltd, construction of radio control bldg & related work. *Fort McMurray Alta*: McMurray Construction Co, construction of dwelling & related work. *Grande Prairie Alta*: Annis Construction Co, construction of basement under Bldg No 3 & related work. *Lethbridge Alta*: W Cooper Construction, construction of addition to power house & related work at airport. *McMurray Alta*: Sunley Electric Ltd, construction of airport lighting facilities. *Carmi B C*: Interior Contracting Co, construction of pumphouse & related work. *Comox B C*: Harrison & Longland, construction of powerhouse & transmitter bldg at airport. *Fort St John B C*: General Construction Co Ltd, additional airport development. *Hope B C*: Triangle Construction Co Ltd, construction of garage at airport. *Patricia Bay B C*: Derry Construction Co Ltd, construction of extension to power house & related work at airport. *Prince George B C*: The Jamieson Construction Co Ltd, additional airport development. *Princeton B C*: Betts Electric Ltd, construction of addition to pump house at airport. *Vancouver B C*: Peter Kiewit & Sons Co of Canada Ltd, construction of addition to power house at airport. *Coral Harbour N W T*: Tower Co Ltd, construction of tower bases & anchors. *Fort Smith N W T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities.

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## Decisions of Umpire

(Continued from page 784)

the booklet in view of that paragraph of the instructions in the booklet which reads: "One of the conditions for the receipt of benefit is that you must report to the above office on the report day and at the time shown above, unless you are otherwise instructed, in which case date and time of reporting will be that specified below"; that consideration should be given to the fact that the claimant had reported promptly upon receiving his insurance book from the employer and that the employer had contributed to the misunderstanding by delaying to forward his insurance book.

The Brotherhood also requested an oral hearing before the Umpire, which was held on May 13, 1958. A Vice President of the

Brotherhood represented the claimant; the Unemployment Insurance Commission was also represented.

**Conclusions:** On the evidence before me, and after listening to the presentations made by the above-mentioned representatives, I readily accept the claimant's explanation that his failure to attend at the local office on December 11, 1957 and thereafter until January 2, 1958, was due to a complete misunderstanding of the instructions given on November 25, 1957.

Therefore, as the evidence shows that the claimant acted in good faith in not attending at the local office during the period under consideration, I find that he must be deemed to have filed his continuing claim in the prescribed manner and I allow the appeal.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, June 1958

The consumer price index (1949=100) remained unchanged at 125.1 between May and June, as food prices were steady on average, and small offsetting movements occurred between the other groups\*.

The food component remained at 122.7, as a cut of 11 cents per pound for fresh tomatoes, and lower prices for potatoes and oranges, were balanced by higher prices for meats, particularly pork, and also eggs, apples and grapefruit.

Most of the advance in the shelter series from 137.9 to 138.3 was attributable to an increase in rents, which frequently occurs in the traditional moving month of May. The rent component advanced 0.4 per cent.

The clothing index declined 0.3 per cent from 110.0 to 109.7 as sale prices were reported for spring coats and men's suits and slacks.

Household operation remained practically unchanged, moving from 120.7 to 120.6 as small scattered decreases proved fractionally more important than increases.

A movement of 0.1 points in other commodities and services from 130.6 to 130.7 followed slight increases in drug and personal care items.

The index one year earlier (June 1957) was 121.6. Group indexes on that date were: food 117.7, shelter 134.8, clothing 108.4, household operation 119.1, and other commodities and services 126.5.

## City Consumer Price Indexes, May 1958

Consumer price indexes (1949=100) declined in six of the ten regional cities between the beginning of April and May 1958, with decreases ranging from 0.1 per cent in Saint John, Toronto and Vancouver to 0.6 per cent in Halifax. The Winnipeg index was unchanged while those for the remaining three regional cities registered increases ranging from 0.2 per cent in Saskatoon-Regina to 0.4 per cent in St. John's†.

Movements in the food indexes were closely related to those for the total indexes: foods were up in all three cities where total indexes increased and down in the seven other regional cities—total indexes were down in six of these seven cities. Other commodities and services indexes increased in nine of the ten regional cities while the shelter, clothing and household operation indexes showed more varied movements.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

In foods, lower prices were reported in most regional cities for eggs, potatoes, coffee, sugar, oranges and imported fresh vegetables. Beef prices were up in all cities while most pork cuts were generally higher. In household operation, domestic fuel oil prices were lower in the six eastern cities and Vancouver, with coal prices down in Montreal and Vancouver. Telephone rates were up in St. John's and Edmonton. In other commodities and services, automobile insurance rates were up substantially in most regional cities. Men's haircuts, women's hairdressing and theatre admissions increased in a number of cities while local transportation rates in Edmonton advanced sharply.

Regional consumer price index point changes between April and May were as follows: Halifax -0.8 to 122.7; Montreal -0.4 to 125.2; Ottawa -0.2 to 125.5; Saint John -0.1 to 125.3; Toronto -0.1 to 128.8; Vancouver -0.1 to 125.7; St. John's +0.4 to 112.3‡; Edmonton-Calgary +0.4 to 121.7; Saskatoon-Regina +0.2 to 121.9. Winnipeg remained unchanged at 123.3.

## Wholesale Price Index, May 1958

Canada's general wholesale price index (1935-39=100) rose slightly in May to 228.1 from 227.9 in April, an increase in animal products outweighing declines in the other groups. The index stood at 228.0 in May last year.

Animal products index rose 2.3 per cent to 259.0 and from 253.1 in April, due mainly to higher prices for livestock, meats, poultry and leather. This is the sixth consecutive rise in this index, making an increase of 13 per cent since November last.

Textile products index decreased 1 per cent to 228.1 from 230.5 a month earlier, due to lower prices for both domestic and imported raw wool and raw cotton. Seasonal declines in prices for potatoes, onions and fresh fruits contributed largely to a decline of 0.8 per cent in the vegetable products index to 197.0 from 198.6.

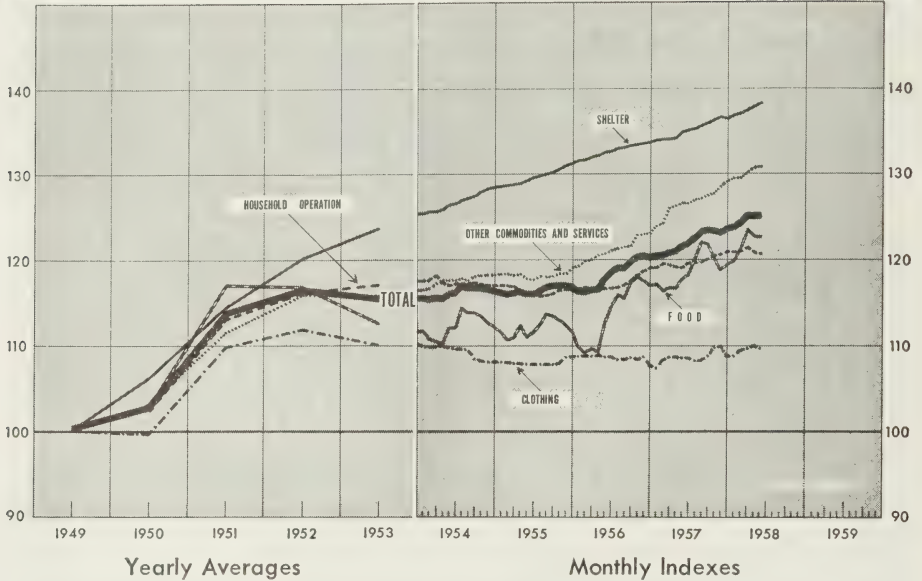
Index of farm product prices at terminal markets (1935-39=100) advanced from 222.7 to 223.1 between April and May. The fractional increase was due to the relatively greater weight attached to a 3-per-cent increase in animal products from 279.9 to 288.3 compared with a 4.7-per-cent decline for field products from 165.5 to 157.8.

‡On base June 1951=100.

# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The building material prices indexes (1949=100) were down slightly on balance between April and May. The residential building materials index moved down from 126.9 to 126.8 while the non-residential series remained the same at 150.6.

## U.S. Consumer Price Index, May 1958

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-April and mid-May to 123.6, another record high. Since March 1956, the index has risen in every month but three, and in two of those it remained unchanged.

The latest rise, the smallest since December, was the result of higher costs for medical service and transportation. Food prices held steady.

The index in mid-April was 123.5 and in mid-May last year, 119.6.

## U.K. Index of Retail Prices, April 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) climbed almost a full point, from 108.4 to 109.6, between mid-March and mid-April. It was the second consecutive rise since the half-point drop between mid-January and mid-February. In mid-April 1957 it was 104.5.

# STRIKES AND LOCKOUTS

## May 1958

During May, 33 work stoppages were in progress, resulting in an estimated time loss of a little more than 71,000 man-days. This was approximately 50,000 fewer man-days

than the time loss resulting from the 32 stoppages recorded during the preceding month.\*

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during May 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.



This substantial decrease in time loss can be attributed largely to the termination, at the end of April, of a dispute involving 3,000 workers in the construction industry in British Columbia. More than one quarter the total time loss during May was caused by another dispute involving 1,000 construction workers in the same province.

Of the 33 work stoppages during May, 16 involved 100 or more workers; four of the 16 started prior to May and these four stoppages were still in progress at the end of the month. Seven of the 12 larger stoppages which started during May were still in progress at the end of the month.

On an industry basis, the highest time loss—more than 28,000 man-days—was recorded in construction. Approximately three quarters of this time loss was caused by the dispute involving 1,000 workers employed in that industry in British Columbia. Manufacturing had the highest number of work stoppages, and more than one quarter of the time loss recorded in that industry was caused by the work-stoppage involving workers of a clothing firm in Montreal.

Among Canada's provinces British Columbia showed the highest time loss for the month because of the dispute involving construction workers; in fact, this dispute accounted for approximately two thirds of the total time loss in the province. However, the time loss in British Columbia was down by more than one half from April.

In May, as in the preceding month, Ontario had the largest number of work stoppages, but many of these involved fewer than one hundred workers and caused a relatively small time loss.

Work stoppages were also reported from Nova Scotia, Quebec, Alberta and Saskatchewan, and one dispute involved the Canadian Pacific Railways. In this dispute, the Brotherhood of Locomotive Firemen and Enginemen issued a strike call to its members and picket lines were set up at various points across the country. The company reported that its operations had remained largely unaffected and virtually no working time had been lost during the pay period in which the dispute occurred.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 119

### Aged

1. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1952. *Housing the Aging*; edited by Wilma Donahue, with a foreword by Everett J. Soop. Ann Arbor, University of Michigan Press, 1954. Pp. 280.

This book "considers the housing needs of healthy, chronically ill, and infirm older people living in urban and rural areas. The question is discussed from the point of view of the private and the public builder, the financier, the social planner, the physician, and of older people themselves. Among the topics included in this book are architectural designs and costs, methods of financing, hygiene and safety standards, social and economic aspects of housing, and living arrangements and needed auxiliary services."

2. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1955. *The New Frontiers of Aging*, edited by Wilma Donahue and Clark Tibbitts. Ann Arbor, University of Michigan Press, 1957. Pp. 209.

Partial Contents: Automation predicts Change: 1. For the Older Worker, by Warner Bloomberg, Jr.; 2. For the Employment of the Aging, by James Stern. Income and Employment: Basic Facts, by Peter O. Steiner. Employment Outlooks for Older Workers, by Seymour L. Wolfbein. Aging and Rural Life, by Walter C. McKain, Jr. The Older Generation and the Family, by Ernest W. Burgess. Personal and Social Adjustment in Retirement, by Gordon F. Streib and Wayne E. Thompson.

### Annual Reports

3. ALBERTA. BOARD OF INDUSTRIAL RELATIONS. *Bulletin on the Board's Activities, January 1st to December 31st, 1957*. Edmonton, 1958. Pp. 98.

4. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-third Report on the Public Service of the Commonwealth, 1956-1957*. Canberra, Government Printer, 1957. Pp. 27.

5. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 35.

6. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-First Annual Report, Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 42.

7. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended 31st December, 1956*. London, H.M.S.O., 1957. Pp. 54.

8. INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT. *Twelfth Annual Report, 1956-1957*. Washington, 1957. Pp. 66.

9. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ending March 31, 1957*. Winnipeg, Queen's Printer, 1958? Pp. 78.

10. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1957*. Winnipeg, 1958. Pp. 31.

11. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1957*. Halifax, Queen's Printer, 1958. Pp. 28.

12. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Eighth Annual Report for the Calendar Year 1957*. Regina, Queen's Printer, 1958. Pp. 24.

13. U.S. PRESIDENT, 1953- (EISENHOWER). *Economic Report of the President transmitted to the Congress, January 20, 1958*. Washington, G.P.O., 1958. Pp. 199.

### Automation

14. BECKER, ESTHER R. *The Office in Transition; meeting the Problems of Automation*, by Esther R. Becker and Eugene F. Murphy. 1st ed. New York, Harper, 1957. Pp. 190.

Partial Contents: The Meaning of Office Automation. Three Approaches to Automation: The Punch Card. The Computers. Integrated Data Processing. Standardizing Work Methods. Designing and controlling Forms. Preparing People for Mechanization. The Future of White Collar Unionization.

15. WALKER, CHARLES RUMFORD. *Toward the Automatic Factory; a Case Study of Men and Machines*. New Haven, Yale University Press, 1957. Pp. 232.

A study of the effect of automation on thirty men in a semi-automatic seamless pipe mill.

### Efficiency, Industrial

16. MORROW, ROBERT LEE. *Motion Economy and Work Measurement*. 2d ed. of Time Study and Motion Economy. New York, Ronald Press Co., 1957. Pp. 468.

Partial Contents: Flow Process Charts and Flow Diagrams. Analysis of Office Methods. Micromotion Study and Equipment. Filming the Operation and Film Analysis. Fatigue in Industry. Training Time Study Personnel. Union-Management Cooperation. Automatic Machine Studies and Work Assignments.

17. PATTON, JOHN A. *Job Evaluation: Text and Cases*, by John A. Patton and C. L. Littlefield. Rev. ed. Homewood, Ill., R. D. Irwin, 1957. Pp. 369.

Partial Contents: The Approach to Job Evaluation-planning, organizing, winning acceptance. Relations with Unions. Job Analysis. Job Descriptions and Job Specifications. Evaluating by the Ranking and Predetermined Grading Methods. Evaluating by the Factor Comparison Method. Evaluating by the Point Rating Method. Criteria for Selection of the Rating Method. The Wage Survey. Job Evaluation Problems and Failures. Job Evaluation Administration. Executive Position Evaluation. Merit Rating.

### Employment Management

18. AMERICAN MANAGEMENT ASSOCIATION. *Controlling Employee Benefit and Pension Costs*. New York, 1957. Pp. 127.

Contents: Pt. 1. The Responsibility for Employee Benefit Programs. Pt. 2. Current Approaches to Inflation-Proof Pensions. Pt. 3. The Problem of Health Insurance Costs. Pt. 4. Trends in Workmen's Compensation. Pt. 5. The Role of the Federal Government.

19. U.S. CIVIL SERVICE COMMISSION. *Training the Supervisor; a Guide on How to set up and conduct a Supervisory Training Program*. Washington, G.P.O., 1956. Pp. 126.

Contents: The Why of Supervisory Training. How to start a Supervisory Training Program. How to determine Supervisory Training Needs. How to build Course Content. Selecting Training Methods. How to administer the Program. How to measure Results. How can the Training Man Best do His Job.

### Industrial Relations

20. HUGH-JONES, EDWARD MAURICE, ED. *Human Relations and Modern Management*. Amsterdam, North-Holland Pub. Co., 1958. Pp. 256.

Partial Contents: Human Relations and Fundamental Principles of Management, by J. L. Meiji. The Factory as a Social System, by W. H. Scott. Human Relations on the Shop Floor, by Robert L. Kahn. Organized Labour and Management; Part 1: The United States, by Edwin Young. Organized Labour and Management; Part 2: The United Kingdom, by N. S. Ross. Human Relations in the Board Room, by E. F. L. Brech. Human Relations, Management and Size, by R. W. Revans. The Function of Management, by E. Wight Bakke.

21. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Industrial Relations and Technological Change. Ninth Annual Conference, September 11 and 12, 1957*. Montreal, 1957? Pp. 87.

Contents: Men and Machines, by William Westley. Concepts of Change in the Labour Market, by George P. Shultz. What Price Technology? By Ralph Presgrave. Technological Change, a Problem for Labour, by Eugene Forsey. Technological Change and the Responsibility of Management, by S. M. Gossage.

## Labour Supply

22. ADAMS, LEONARD PALMER. *Workers and Industrial Change; a Case Study of Labor Mobility*, by Leonard P. Adams and Robert L. Aronson. Ithaca, N.Y., Cornell University, c1957. Pp. 209.

A study and analysis of the experience of workers in Auburn, New York, after the shutdown of the International Harvester local plants, the major employer in the area, in 1950.

23. U.S. BUREAU OF EMPLOYMENT SECURITY. *Area Manpower Guidebook; 174 Metropolitan Labor Market Areas; Industrial Characteristics, Employment Trends, Labor Supply*. Washington, G.P.O., 1958. Pp. 348.

Provides the following information: area boundaries, area labor supply classifications, area population and labor force, employment and unemployment data, wages and wage rates, occupational characteristics, labor turnover, listings of major employers, hours and earnings data and data for American territories and possessions.

## Labouring Classes

24. DERBER, MILTON, ED. *Labor and the New Deal*, edited by Milton Derber and Edwin Young. Madison, University of Wisconsin Press, 1957. Pp. 393.

The ten essays in this book attempt to analyze and interpret certain aspects of labor relations and the labor movement during the years of the New Deal and their implications for the present time.

25. GRUNFELD, CYRIL. *Trade Unions and the Individual*. London, Fabian Society, 1957. Pp. 33.

Outlines "... the nature and implications of post-war developments in the law regarding union-member relations".

26. KELLER, EDWARD A. *The Case for Right-to-work Laws; a Defence of Voluntary Unionism*. Chicago, Heritage Foundation, 1956. Pp. 128.

"Right-to-work" laws seek to protect the right of the worker to join or not join a union by making illegal, as a condition of employment, membership or nonmembership in a union." The author analyzes the reasons underlying "right-to-work" laws.

27. RADDOCK, MAXWELL C. *Portrait of an American Labor Leader, William L. Hutcheson; Saga of the United Brotherhood of Carpenters and Joiners of America, 1881-1954*. 1st ed. New York, American Institute of Social Science, c1955. Pp. 430.

Mr. Hutcheson was president of the United Brotherhood of Carpenters and Joiners of America from 1915 to 1951. This book is a biography of Mr. Hutcheson as well as a history of the union.

28. SYMONDS, JULIEN. *The General Strike; a Historical Portrait*. London, Cresset Press, 1957. Pp. 259.

The General Strike started at midnight on May 3, 1926 and ended at noon on May

12. This book traces the events leading up to the strike, describes the nine days of the strike and briefly outlines what happened afterwards.

29. U.S. BUREAU OF LABOR STATISTICS. *Brief History of the American Labor Movement*. Rev. ed. Washington, G.P.O., 1957. Pp. 85.

This revised edition covers the past 25 years, particularly developments from 1950 (when the first edition appeared) up to 1957.

## Management

30. ABBOTT, CHARLES CORTEZ. *The Executive Function and its Compensation*. Prepared in the University of Virginia Graduate School of Business Administration, by Charles C. Abbott, J. D. Forbes and Lorin A. Thompson for General Dynamics Corporation. New York? General Dynamics Corporation? 1958. Pp. 55.

Partial Contents: Functions of the Business Executive. The Executive and the Company. Types of Executive Compensation. Implementing Compensation Policy.

31. LAIRD, DONALD ANDERSON. *The Techniques of delegating; How to get Things done Through Others*, by Donald A. Laird and Eleanor C. Laird. 1st ed. New York, McGraw-Hill, 1957. Pp. 195.

"It is the aim of this book to point out ways to get caught up, and stay caught up, by working through others."

32. WHYTE, WILLIAM HOLLINGSWORTH. *The Organization Man*. New York. Simon and Schuster, 1956. Pp. 429.

The author writes about people who work for and belong to The Organization. He points out the conflict between individuality and the group life.

## Wages and Hours

33. TURNER, H. A. *Wage Policy Abroad: and Conclusions for Britain*. London, Fabian Society, 1957. Pp. 36.

This book is concerned with countries where a form of systematic wage regulation has been in operation for some time. The countries studied are the U.S., Holland, Norway, Sweden, Australia, New Zealand, Russia, Yugoslavia, France and Italy.

34. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Amendment to increase the Minimum Wage. Hearings before the Committee on Education and Labor, House of Representatives, Eighty-Fourth Congress, First Session, or Proposed Legislation to increase the Minimum Wage...* Washington, G.P.O., 1955. Pp. 1197.

Hearings held June 1-30, 1955. The Committee examined the matter of raising the minimum wage to \$1.25.



## Miscellaneous

35. ANDERSON, ROGER V. *The Future of Canada's Export Trade*. Ottawa, Queen's Printer, 1957. Pp. 338. A study prepared for the Royal Commission on Canada's Economic Prospects.

Partial Contents: Exports in the Canadian Economy. Determinants of Canada's Exports. The Future of the World Trading Environment. Conclusions: Exports in 1980. The Outlook for Exports by Commodity.

36. HERZBERG, FREDERICK. *Job Attitudes: Review of Research and Opinion*, by Frederick Herzberg, and others, Pittsburgh, Psychological Service of Pittsburgh, 1957. Pp. 279.

Contents: The Prevalence of Job Dissatisfaction. Characteristic of Dissatisfied Workers. Factors related to Job Attitudes. Effects of Job Attitudes. Social Aspects of the Job. Supervision and Job Attitudes. Vocational Selection and Job Attitudes. Mental Health in Industry.

37. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Eighth Annual Conference, Victoria, B.C. and University of British Columbia, Vancouver, September 5-8, 1956*. Ed. by Philip T. Clark and F. J. McGilly. Toronto, Distributed for the Institute... by the University of Toronto Press 1957? Pp. 343.

Partial Contents: The Federal-Provincial Health Program, by G. D. W. Cameron. Provincial Hospital Insurance Plans, by M. G. Taylor. Canada's Responsibility in World Wealth, by Brock Chisholm. Staff Organization and Work Procedures, by C. James Gardner. Executive Development, by R. O. MacFarlane. Scope of Government Enterprises, by J. Harvey Perry. Administrative and Constitutional Problems peculiar to Crown Corporations, by Thomas H. McLeod. Utilization of Human Resources, by J. P. Francis. Administrative Research in Government, by William F. Veitch. Dominion Bureau of Statistics, by Herbert Marshall.

38. JOSEPHS, RAY. *How to gain an Extra Hour Every Day*. 1st ed. New York, Dutton, 1955. Pp. 192.

"The purpose of this book has been to show... how many of America's busiest people have learned to save minutes doing the things we all must do in order to gain time to do the things we'd like to do."

39. McWHINNEY, EDWARD. *Judicial Review in the English-Speaking World*. Toronto, University of Toronto Press, 1956. Pp. 201.

A comparative analysis of the constitutions of Great Britain, Canada, Australia, South Africa, India, Ceylon, Pakistan, Ireland and the United States.

40. MILNE, ALASTAIR M. *The Obligation to Carry; an Examination of the Development of the Obligations owed to the Public by British Railways*, by Alastair M. Milne

and Austen Laing. London, Institute of Transport, 1956. Pp. 129.

The obligations of the railways refer to the particular duties which the British railways have assumed in providing transport facilities for passengers and goods. This book explains why the obligations developed as they did and seeks to determine to what extent the performance of these duties remain a responsibility of British railways.

41. MOORE, ROBERT E. *Automation in Business Communication; How to write Reports and Memoranda that communicate your Information, Ideas, or Instructions Successfully and Automatically*. New London, Conn., Vision, inc., 1957. Pp. 146.

42. SUPER, DONALD EDWIN. *The Psychology of Careers; an Introduction to Vocational Development*. 1st ed. New York, Harper, 1957. Pp. 362.

The author examines the factors that determine success and satisfaction in the work which an individual does.

43. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Credit Problems of Small Farmers in Asia and the Far East*. Study prepared by the ECAFE/FAO Agriculture Division. Bangkok, 1957. Pp. 33.

44. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJÖLD). *Legal Status of Married Women (Reports submitted by the Secretary-General)*. New York, Commission on the Status of Women, United Nations, 1958. Pp. 103.

Some of the topics dealt with are nationality, domicile and residence, parental rights and duties, property rights, inheritance rights, general capacity to sue and contract, and right to engage in independent work.

45. UPJOHN INSTITUTE FOR COMMUNITY RESEARCH. *Government and the Unemployed, the Summaries of two Books: McKean, Eugene C., and Harold C. Taylor. Public Works and Employment from the Local Government Point of View, Chicago: Public Administration Service, 1955; Bennett, Samuel V. Unemployment and Relief from the Local Government Point of View, Chicago: Public Administration Service, 1955. Chicago, Public Administration Service, 1958. Pp. 51.*

46. WILENSKY, HAROLD L. *Industrial Society and Social Welfare; the Impact of Industrialization on the Supply and Organization of Social Welfare Services in the United States*, by Harold L. Wilensky and Charles N. Lebeaux. New York, Russell Sage Foundation, 1958. Pp. 401.

Contents: Pt. 1. The Development of Urban-Industrial Society and the Emergence of Social Problems. Pt. 2. Social Problems and the Supply of Welfare Services in the United States. Pt. 3. The Organization of Welfare Services in the United States.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 19, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,969	108	440	1,709	2,173	1,035	504
Agricultural.....	705	*	58	162	159	301	24
Non-Agricultural.....	5,264	107	382	1,547	2,014	734	480
Males.....	4,563	90	344	1,287	1,608	798	376
Agricultural.....	667	*	56	158	152	277	23
Non-Agricultural.....	3,896	89	288	1,129	1,456	521	353
Females.....	1,466	18	96	422	565	237	128
Agricultural.....	38	*	*	*	*	24	*
Non-Agricultural.....	1,428	18	94	418	558	213	127
All Ages.....	5,969	108	440	1,709	2,173	1,035	504
14—19 years.....	540	12	43	200	161	91	33
20—24 years.....	750	19	54	245	254	127	51
25—44 years.....	2,766	51	193	786	1,020	475	241
45—64 years.....	1,683	24	129	428	643	300	159
65 years and over.....	230	*	21	50	95	42	20
<i>Persons with Jobs</i>							
All status groups.....	5,453	82	366	1,509	2,052	987	457
Males.....	4,038	65	275	1,163	1,504	755	336
Females.....	1,415	17	91	406	548	232	121
Agricultural.....	692	*	55	156	157	299	24
Non-Agricultural.....	4,761	81	311	1,353	1,895	688	433
Paid Workers.....	4,337	73	281	1,219	1,743	632	389
Males.....	3,055	57	202	845	1,238	436	277
Females.....	1,282	16	79	374	505	196	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	516	26	74	200	121	48	47
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,238	160	465	1,474	1,719	914	506
Males.....	1,059	49	101	279	312	197	121
Females.....	4,179	111	364	1,195	1,407	717	385

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended April 19, 1958		Week Ended March 22, 1958		Week Ended April 20, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	541	519	617	587	321	305
Without Jobs.....	516	496	590	562	306	292
Under 1 month.....	76	—	92	—	76	—
1—3 months.....	157	—	237	—	108	—
4—6 months.....	214	—	204	—	102	—
7—12 months.....	59	—	45	—	12	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	25	23	27	25	15	13
1—14 hours.....	*	*	10	*	*	*
15—34 hours.....	17	15	17	16	11	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1957 First Quarter.....	1,407	12,798	32,157	7,669	8,429	62,460	36,224
1958 First Quarter.....	919	4,686	10,839	2,379	2,420	21,243	9,982

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,621	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,099	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,585	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 First Quarter.....	4,001	3,739	1,249	1,577	3,990	2,191	682	13,436	4,681	167	35,713
1958 First Quarter.....	1,493	1,185	228	403	2,061	831	87	2,375	1,721	73	10,457



## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1953*—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1957—Average.....	90	397	97	335	316	44	1,279
1957—April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384R	78	328	326	42	1,233R
April.....	72P	386P	91P	337P	331P	44P	1,261P

\* Includes Newfoundland, since 1949. R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,560,968.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1 .....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1 .....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1 .....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1 .....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1 .....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1 .....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1 .....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1 .....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1 .....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1 .....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1 .....	112.9	185.1	163.4	70.18	108.3	180.4	165.6	72.82

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957
(a) PROVINCES						
Newfoundland.....	111.1	109.3	112.5	63.67	62.77	60.67
Prince Edward Island.....	97.7	100.2	97.6	51.39	50.23	52.02
Nova Scotia.....	89.0	90.8	94.8	59.48	59.44	56.56
New Brunswick.....	93.2	94.8	100.4	58.61	59.35	58.97
Quebec.....	111.1	112.3	116.2	67.67	67.42	64.97
Ontario.....	116.7	116.3	121.4	72.72	72.43	69.97
Manitoba.....	103.2	102.7	106.0	65.65	65.73	62.52
Saskatchewan.....	114.3	113.1	112.6	66.86	67.49	64.03
Alberta (including Northwest Territories).....	140.0	140.2	143.9	72.33	73.07	69.36
British Columbia (including Yukon).....	109.4	108.9	119.2	75.46	75.52	73.37
Canada.....	112.9	113.0	118.0	70.18	70.02	67.56
(b) METROPOLITAN AREAS						
St. John's.....	116.4	111.8	113.6	51.61	51.93	49.72
Sydney.....	88.7	90.4	90.5	73.54	73.63	66.87
Halifax.....	114.1	114.3	118.5	57.47	57.64	54.97
Saint John.....	102.1	100.5	109.7	52.65	53.72	55.67
Quebec.....	104.3	103.2	105.8	58.18	58.41	55.66
Sherbrooke.....	98.0	97.5	109.7	57.19	55.89	56.81
Three Rivers.....	106.6	107.8	113.1	63.23	62.56	62.79
Drummondville.....	70.9	71.2	76.3	58.71	58.21	55.91
Montreal.....	118.9	118.4	121.9	68.66	68.22	65.65
Ottawa—Hull.....	115.5	113.8	116.7	63.49	63.30	60.17
Peterborough.....	99.6	99.8	107.8	76.81	77.13	72.81
Oshawa.....	167.8	166.7	172.8	77.41	76.56	76.13
Niagara Falls.....	105.9	105.8	117.6	77.25	77.33	77.09
St. Catharines.....	109.1	110.0	124.8	80.14	78.90	77.82
Toronto.....	128.7	128.0	130.2	73.27	72.82	70.41
Hamilton.....	106.1	105.6	113.8	76.35	75.68	73.68
Brantford.....	87.9	86.1	88.4	67.04	65.70	64.38
Galt.....	110.2	110.0	114.7	62.34	61.50	60.30
Kitchener.....	107.8	108.0	113.5	64.67	64.09	63.27
Sudbury.....	142.7	141.8	139.1	84.52	87.50	82.10
London.....	116.2	115.6	119.5	65.93	65.00	63.69
Sarnia.....	134.3	132.7	137.3	91.50	88.86	84.22
Windsor.....	81.2	80.9	101.9	77.34	73.87	74.22
Sault Ste. Marie.....	128.3	126.2	132.0	86.04	85.23	83.55
Ft. William—Pt. Arthur.....	106.5	105.0	105.7	69.52	70.36	68.48
Winnipeg.....	102.5	101.9	103.4	63.02	62.75	60.16
Regina.....	114.2	112.8	111.6	62.79	63.18	60.96
Saskatoon.....	120.7	118.8	117.8	62.62	61.97	58.02
Edmonton.....	165.4	164.3	169.5	67.02	66.89	64.83
Calgary.....	150.9	149.1	153.7	67.65	68.08	64.81
Vancouver.....	110.7	110.5	118.0	73.42	73.48	71.36
Victoria.....	114.9	110.1	116.9	66.95	68.57	65.67



# TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957
<b>Mining</b> .....	<b>125.4</b>	<b>126.8</b>	<b>123.4</b>	<b>87.25</b>	<b>88.26</b>	<b>82.67</b>
Metal mining.....	137.9	138.4	130.2	89.46	90.20	85.88
Gold.....	73.9	74.4	76.4	73.65	74.02	72.02
Other metal.....	197.6	198.0	180.3	94.98	95.87	91.36
Fuels.....	107.5	111.8	110.5	86.67	88.92	80.41
Coal.....	57.2	59.3	61.8	88.63	70.84	60.07
Oil and natural gas.....	291.2	303.6	289.8	99.63	101.82	96.38
Non-metal.....	123.4	119.4	131.7	77.58	76.18	73.95
<b>Manufacturing</b> .....	<b>108.3</b>	<b>108.2</b>	<b>115.4</b>	<b>72.82</b>	<b>72.08</b>	<b>69.87</b>
Foods and beverages.....	100.6	99.3	99.7	66.00	64.83	62.22
Meat products.....	121.1	119.4	116.6	76.09	73.28	70.50
Canned and preserved fruits and vegetables.....	68.7	69.9	72.2	64.32	62.02	58.24
Grain mill products.....	103.4	100.7	101.6	69.62	69.12	65.27
Bread and other bakery products.....	106.9	106.4	106.9	62.03	61.27	58.99
Biscuits and crackers.....	86.8	88.9	89.6	54.46	53.09	51.14
Distilled and malt liquors.....	99.8	100.2	99.2	62.59	81.81	78.14
Tobacco and tobacco products.....	115.8	115.3	95.4	63.74	63.21	63.13
Rubber products.....	97.4	99.0	113.0	71.41	72.54	71.66
Leather products.....	85.3	86.0	90.7	49.36	49.58	48.77
Boots and shoes (except rubber).....	91.2	92.1	95.5	47.28	47.38	46.94
Textile products (except clothing).....	76.3	77.6	86.9	57.40	56.86	55.35
Cotton yarn and broad woven goods.....	74.4	77.4	86.8	52.49	50.85	51.05
Woollen goods.....	58.2	59.3	72.7	54.61	54.87	52.89
Synthetic textiles and silk.....	79.2	80.0	86.7	63.92	64.28	62.26
Clothing (textile and fur).....	91.0	91.3	97.4	46.96	46.34	45.87
Men's clothing.....	94.3	94.8	104.0	46.33	45.64	44.92
Women's clothing.....	97.8	98.0	99.2	48.84	48.47	47.54
Knit goods.....	75.7	76.1	83.7	45.56	45.77	44.82
Wood products.....	96.0	95.4	103.0	63.02	62.95	60.06
Saw and planing mills.....	94.4	93.9	101.4	65.49	65.79	61.93
Furniture.....	107.2	106.9	111.7	60.30	59.84	58.15
Other wood products.....	82.4	80.3	94.1	50.41	55.21	54.90
Paper products.....	117.8	117.6	121.6	84.64	83.95	82.44
Pulp and paper mills.....	117.7	117.8	122.9	90.93	90.24	88.89
Other paper products.....	117.9	117.1	118.3	69.09	68.30	66.07
Printing, publishing and allied industries.....	118.8	118.8	118.4	78.45	76.95	74.90
<b>Iron and steel products</b> .....	<b>103.8</b>	<b>103.8</b>	<b>116.2</b>	<b>80.75</b>	<b>80.06</b>	<b>78.31</b>
Agricultural implements.....	70.2	68.2	70.4	81.62	79.44	77.52
Fabricated and structural steel.....	153.6	154.4	173.3	82.26	81.39	80.53
Hardware and tools.....	90.7	91.0	100.1	73.91	72.71	71.81
Heating and cooking appliances.....	96.4	96.8	101.4	70.73	70.04	66.37
Iron castings.....	97.9	97.6	106.1	76.88	76.77	75.98
Machinery mfg.....	109.4	109.2	128.7	77.91	77.27	75.61
Primary iron and steel.....	107.9	109.3	126.4	91.45	90.91	88.62
Sheet metal products.....	98.5	97.6	110.8	78.21	77.55	74.66
Transportation equipment.....	130.0	129.0	147.4	81.15	79.42	76.99
Aircraft and parts.....	368.0	369.2	386.7	86.66	85.51	81.34
Motor vehicles.....	109.3	109.1	136.5	86.05	81.64	81.74
Motor vehicle parts and accessories.....	100.2	99.4	117.4	79.72	79.30	76.05
Railroad and rolling stock equipment.....	81.6	81.5	94.7	73.80	73.54	71.03
Shipbuilding and repairing.....	151.4	146.0	161.6	76.52	73.90	72.40
Non-ferrous metal products.....	125.4	127.0	128.6	84.00	84.05	78.64
Aluminum products.....	121.1	123.3	135.6	79.94	79.48	75.70
Brass and copper products.....	98.9	98.1	106.6	74.36	74.95	73.50
Smelting and refining.....	154.1	156.9	152.6	91.92	92.09	84.60
Electrical apparatus and supplies.....	137.2	138.6	152.5	77.95	77.69	75.07
Non-metallic mineral products.....	122.4	120.2	124.0	75.85	74.44	72.72
Clay products.....	91.6	87.3	96.2	72.33	69.00	69.22
Glass and glass products.....	130.8	128.1	123.5	72.30	72.18	68.84
Products of petroleum and coal.....	137.5	137.7	136.0	104.21	103.25	98.60
Chemical products.....	131.0	130.7	130.3	82.55	82.31	77.90
Medicinal and pharmaceutical preparations.....	119.2	119.1	115.1	73.70	73.55	69.73
Acids, alkalis and salts.....	149.8	150.6	142.5	93.58	92.45	87.18
Miscellaneous manufacturing industries.....	115.0	113.7	113.4	64.31	63.99	59.87
<b>Construction</b> .....	<b>102.3</b>	<b>101.9</b>	<b>115.3</b>	<b>75.71</b>	<b>75.09</b>	<b>75.34</b>
Building and general engineering.....	108.5	107.6	130.2	82.15	80.76	81.00
Building.....	110.3	109.8	136.9	80.22	79.47	80.56
Engineering work.....	101.1	99.2	102.9	90.94	86.76	83.88
Highways, bridges and streets.....	92.3	92.4	91.4	63.60	64.55	62.45
<b>*Service</b> .....	<b>129.3</b>	<b>128.5</b>	<b>126.7</b>	<b>48.24</b>	<b>48.40</b>	<b>45.36</b>
Hotels and restaurants.....	118.1	117.6	120.5	38.54	39.31	37.10
Laundries and dry cleaning plants.....	114.4	112.1	111.4	43.60	42.16	41.77
Other Service.....	180.6	180.6	166.9	70.43	70.53	67.25
<b>Industrial composite</b> .....	<b>112.9</b>	<b>113.0</b>	<b>118.0</b>	<b>70.18</b>	<b>70.02</b>	<b>67.56</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1958	Mar. 1, 1958	Apr. 1, 1957	Apr. 1, 1958	Mar. 1, 1958	Apr. 1, 1957
Newfoundland.....	41.5	39.0	43.1	155.3	160.5	156.0
Nova Scotia.....	41.0	40.5	41.8	149.6	150.7	142.4
New Brunswick.....	40.9	41.9	41.7	145.9	146.0	140.4
Quebec.....	41.3	40.9	42.3	149.4	148.7	141.7
Ontario.....	40.1	39.6	40.7	174.2	173.7	168.0
Manitoba.....	40.5	40.4	40.7	153.9	152.7	147.9
Saskatchewan.....	39.7	39.2	40.2	177.1	177.0	164.1
Alberta <sup>(1)</sup> .....	40.0	39.8	40.3	175.9	175.0	164.4
British Columbia <sup>(2)</sup> .....	38.2	38.0	38.8	202.2	201.2	189.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1	Mar. 1	Apr. 1	Apr. 1	Mar. 1	Apr. 1	Apr. 1	Mar. 1	Apr. 1
	1958	1958	1957	1958	1958	1957	1958	1958	1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.3	42.7	42.3	195.5	195.6	184.3	82.70	83.52	77.96
Metal mining.....	42.8	43.3	43.1	201.5	201.4	192.0	86.24	87.21	82.75
Gold.....	43.7	43.9	42.6	158.6	159.6	159.2	69.31	70.06	67.82
Other metal.....	42.5	43.0	43.3	217.7	217.3	205.7	92.52	93.44	89.07
Fuels.....	40.8	42.0	40.4	188.8	182.3	173.1	77.03	79.51	69.93
Coal.....	39.1	40.0	37.9	171.2	172.9	151.1	66.94	69.16	57.27
Oil and natural gas.....	43.6	45.1	44.8	215.1	212.6	205.8	93.78	95.88	92.20
Non-metal.....	42.3	41.5	42.2	176.1	175.7	168.0	74.49	72.92	70.90
Manufacturing.....	40.4	40.0	41.1	165.9	165.3	158.7	67.02	66.12	65.23
Food and beverages.....	41.0	40.0	40.8	146.5	146.3	138.7	60.07	58.52	56.59
Meat products.....	41.3	39.5	40.1	172.5	170.6	164.9	71.24	67.39	66.12
Canned and preserved fruits and vegetables.....	40.2	38.1	39.6	137.8	137.1	126.8	55.40	52.24	50.21
Grain mill products.....	41.9	41.1	41.2	155.1	156.2	146.1	64.99	64.20	60.19
Bread and other bakery products.....	42.4	42.1	42.6	131.9	131.5	125.0	55.93	55.36	53.25
Distilled and malt liquors.....	39.4	39.0	40.1	191.5	190.9	180.0	75.45	74.45	72.18
Tobacco and tobacco products.....	41.0	40.8	39.8	144.3	143.4	145.7	59.16	58.51	57.99
Rubber products.....	38.6	39.7	41.0	166.7	166.1	165.3	64.35	65.94	67.77
Leather products.....	40.0	40.6	41.4	113.6	113.0	109.2	45.44	45.88	45.21
Boots and shoes (except rubber).....	40.2	40.8	41.4	108.8	107.9	105.6	43.74	44.02	43.72
Textile products (except clothing).....	41.0	40.5	41.8	123.9	123.7	120.0	50.80	50.10	50.16
Cotton yarn and broad woven goods.....	38.6	37.4	38.9	122.3	121.8	120.4	47.21	45.55	46.84
Woolen goods.....	41.9	42.2	42.9	116.6	116.4	111.9	48.86	49.12	48.01
Synthetic textiles and silk.....	43.0	43.2	44.9	132.1	133.0	126.5	56.80	57.46	56.80
Clothing (textile and fur).....	38.7	38.1	39.5	108.6	108.0	104.6	42.03	41.15	41.32
Men's clothing.....	38.4	37.8	38.8	109.8	108.9	105.6	42.16	41.16	40.97
Women's clothing.....	38.0	37.5	38.6	114.3	114.1	110.9	43.43	42.79	42.81
Knit goods.....	39.8	40.1	40.8	103.0	103.2	100.1	40.99	41.38	40.84
*Wood products.....	40.9	41.0	41.6	146.8	145.9	138.2	60.04	59.82	57.49
Saw and planing mills.....	40.1	40.7	40.6	158.0	156.9	142.2	63.36	63.86	60.17
Furniture.....	41.8	41.7	43.0	133.7	133.1	126.7	55.89	55.50	54.48
Other wood products.....	42.3	41.5	43.2	122.2	120.9	118.9	51.69	50.17	51.36
Paper products.....	40.7	40.4	42.2	193.8	193.1	184.6	78.88	78.01	77.90
Pulp and paper mills.....	40.8	40.5	42.5	208.5	207.9	198.4	85.07	84.20	84.32
Other paper products.....	40.5	40.2	41.3	151.4	149.7	143.6	61.32	60.18	60.31
Printing, publishing and allied industries.....	39.7	39.3	40.1	198.1	195.7	189.0	78.05	76.91	75.79
*Iron and steel products.....	40.4	40.1	41.6	180.0	188.3	181.2	76.36	75.51	75.38
Agricultural implements.....	41.1	39.9	41.2	189.6	187.6	180.7	77.93	74.85	74.49
Fabricated and structural steel.....	40.7	40.5	41.8	185.5	184.4	179.3	75.50	74.68	74.95
Hardware and tools.....	41.0	40.2	41.7	166.1	165.4	151.9	68.10	66.49	67.51
Heating and cooking appliances.....	40.7	40.3	40.7	162.9	162.5	163.3	66.30	65.49	62.39
Iron castings.....	39.9	39.9	41.6	183.2	182.6	177.2	73.10	72.86	73.72
Machinery manufacturing.....	41.0	40.8	42.7	177.4	176.7	169.4	72.73	72.09	72.33
Primary iron and steel.....	39.6	39.5	41.1	220.3	219.5	209.1	87.24	86.70	85.94
Sheet metal products.....	40.1	39.7	41.0	183.1	182.4	173.0	73.42	72.41	70.83
*Transportation equipment.....	40.5	39.4	40.5	187.7	187.1	180.1	76.02	73.72	72.94
Aircraft and parts.....	41.0	40.2	41.3	192.7	191.8	182.2	79.01	77.10	75.25
Motor vehicles.....	39.6	36.6	39.7	200.0	199.8	193.1	79.20	73.13	76.66
Motor vehicle parts and accessories.....	39.8	39.6	40.0	188.1	187.4	180.5	74.86	74.21	72.20
Railroad and rolling stock equipment.....	40.1	39.8	39.7	180.1	180.3	175.2	72.22	71.76	69.55
Shipbuilding and repairing.....	41.6	40.2	41.9	181.4	180.4	171.1	75.46	72.52	71.69
*Non-ferrous metal products.....	40.1	40.3	40.9	194.0	193.8	178.8	77.79	78.10	73.13
Aluminum products.....	40.6	40.3	41.3	166.4	165.6	157.0	67.56	66.74	64.84
Brass and copper products.....	38.8	39.4	41.1	175.5	175.7	166.5	68.09	69.23	68.43
Smelting and refining.....	40.2	40.5	40.7	213.2	212.6	194.1	85.71	86.10	79.00
*Electrical apparatus and supplies.....	39.8	39.7	40.8	172.9	172.6	165.5	68.81	68.52	67.52
Heavy electrical machinery and equipment.....	39.7	39.8	41.1	191.1	191.4	183.2	75.87	76.18	75.25
Radios and radio parts.....	39.8	39.4	39.9	155.2	153.7	145.8	61.77	60.56	58.17
Batteries.....	39.5	38.7	40.4	165.4	163.7	163.5	65.33	63.35	66.05
Refrigerators, vacuum cleaners and appliances.....	40.3	40.0	40.7	173.3	172.3	168.0	69.84	68.92	68.38
Miscellaneous electrical products.....	39.3	39.4	40.7	163.1	163.0	162.7	64.10	64.22	62.15
Wire and cable.....	41.2	40.6	41.5	187.8	188.1	179.8	77.37	76.37	74.62
*Non-metallic mineral products.....	42.6	41.7	43.0	165.8	166.5	160.0	70.63	69.43	68.80
Clay products.....	41.8	40.7	42.6	155.8	154.9	151.5	65.12	63.04	64.54
Glass and glass products.....	41.9	42.5	42.5	159.9	160.7	153.5	67.00	68.30	65.24
Products of petroleum and coal.....	41.4	41.0	41.6	228.3	227.7	215.5	94.52	93.36	89.65
Chemical products.....	40.7	40.5	41.1	179.1	179.0	167.4	72.89	72.50	68.80
Medicinal and pharmaceutical preparations.....	41.0	40.7	40.7	141.3	140.6	131.4	57.93	57.22	53.48
Acids, alkalis and salts.....	41.3	41.0	41.6	206.5	205.2	190.4	85.28	84.12	79.21
Miscellaneous manufacturing industries.....	41.4	40.8	41.6	137.4	137.7	128.4	56.88	56.18	53.41
*Durable goods.....	40.5	40.1	41.2	179.3	178.8	171.2	72.62	71.70	70.53
Non-durable goods.....	40.3	39.9	41.0	152.2	151.6	144.9	61.34	60.49	59.41
Construction.....	41.2	40.6	42.1	178.8	178.9	178.4	73.67	72.63	75.11
Building and general engineering.....	41.3	40.2	42.4	192.7	193.9	189.0	79.59	77.95	80.14
Highways, bridges and streets.....	40.7	41.5	41.0	147.9	147.9	147.1	60.20	61.38	60.31
Electric and motor transportation.....	44.1	43.8	44.8	166.1	166.3	156.8	73.25	72.84	70.25
Service.....	39.7	39.6	40.1	99.6	99.4	93.5	39.54	39.36	37.49
Hotels and restaurants.....	39.4	40.1	40.3	95.8	96.1	93.1	37.75	38.54	37.56
Laundries and dry cleaning plants.....	40.5	39.0	40.4	94.9	93.8	88.9	38.43	36.58	35.92

\* Durable manufactured goods industries.



**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.19	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.18	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	161.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958(1).....	40.4	165.9	67.12	160.7	125.2	128.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958 <sup>(1)</sup> .....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958 <sup>(1)</sup> .....	15,172	14,677	29,849	450,357	156,628	606,985

\* Current Vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1958<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 31, 1958	April 30, 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,029</b>	<b>223</b>	<b>2,252</b>	<b>+</b> <b>1,391</b>	<b>—</b> <b>416</b>
<b>Forestry</b> .....	<b>1,384</b>	<b>14</b>	<b>1,398</b>	<b>+</b> <b>1,171</b>	<b>—</b> <b>2,821</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>617</b>	<b>64</b>	<b>681</b>	<b>+</b> <b>26</b>	<b>—</b> <b>1,315</b>
Metal Mining.....	464	30	494	<b>+</b> <b>50</b>	<b>—</b> <b>397</b>
Fuels.....	64	23	87	<b>—</b> <b>40</b>	<b>—</b> <b>832</b>
Non-Metal Mining.....	57	1	58	<b>+</b> <b>23</b>	<b>—</b> <b>9</b>
Quarrying, Clay and Sand Pits.....	13	2	15	<b>+</b> <b>1</b>	<b>+</b> <b>5</b>
Prospecting.....	19	8	27	<b>—</b> <b>8</b>	<b>—</b> <b>82</b>
<b>Manufacturing</b> .....	<b>2,793</b>	<b>1,844</b>	<b>4,637</b>	<b>+</b> <b>1,175</b>	<b>—</b> <b>4,331</b>
Foods and Beverages.....	311	303	614	<b>+</b> <b>336</b>	<b>—</b> <b>108</b>
Tobacco and Tobacco Products.....	5	7	12	<b>—</b> <b>5</b>	<b>—</b> <b>12</b>
Rubber Products.....	24	10	34	<b>+</b> <b>9</b>	<b>—</b> <b>7</b>
Leather Products.....	43	86	129	<b>+</b> <b>19</b>	<b>—</b> <b>134</b>
Textile Products (except clothing).....	93	66	159	<b>+</b> <b>17</b>	<b>—</b> <b>198</b>
Clothing (textile and fur).....	115	679	794	<b>+</b> <b>48</b>	<b>—</b> <b>616</b>
Wood Products.....	416	48	464	<b>+</b> <b>228</b>	<b>—</b> <b>610</b>
Paper Products.....	102	54	156	<b>+</b> <b>45</b>	<b>—</b> <b>164</b>
Printing, Publishing and Allied Industries.....	126	99	225	<b>+</b> <b>34</b>	<b>—</b> <b>104</b>
Iron and Steel Products.....	366	119	485	<b>+</b> <b>68</b>	<b>—</b> <b>485</b>
Transportation Equipment.....	511	51	562	<b>+</b> <b>110</b>	<b>—</b> <b>641</b>
Non-Ferrous Metal Products.....	125	53	178	<b>+</b> <b>34</b>	<b>—</b> <b>441</b>
Electrical Apparatus and Supplies.....	167	64	231	<b>+</b> <b>49</b>	<b>—</b> <b>299</b>
Non-Metallic Mineral Products.....	104	31	135	<b>+</b> <b>55</b>	<b>—</b> <b>58</b>
Products of Petroleum and Coal.....	54	17	71	<b>+</b> <b>38</b>	<b>—</b> <b>86</b>
Chemical Products.....	163	99	262	<b>+</b> <b>73</b>	<b>—</b> <b>265</b>
Miscellaneous Manufacturing Industries.....	68	58	126	<b>+</b> <b>17</b>	<b>—</b> <b>103</b>
<b>Construction</b> .....	<b>3,191</b>	<b>88</b>	<b>3,279</b>	<b>+</b> <b>2,036</b>	<b>—</b> <b>1,463</b>
General Contractors.....	2,757	64	2,821	<b>+</b> <b>1,936</b>	<b>—</b> <b>1,127</b>
Special Trade Contractors.....	434	24	458	<b>+</b> <b>100</b>	<b>—</b> <b>336</b>
<b>Transportation, Storage and Communication</b> .....	<b>1,334</b>	<b>346</b>	<b>1,680</b>	<b>+</b> <b>731</b>	<b>—</b> <b>521</b>
Transportation.....	1,143	155	1,298	<b>+</b> <b>560</b>	<b>—</b> <b>442</b>
Storage.....	40	14	54	<b>+</b> <b>18</b>	<b>—</b> <b>72</b>
Communication.....	151	177	328	<b>+</b> <b>153</b>	<b>—</b> <b>7</b>
<b>Public Utility Operation</b> .....	<b>270</b>	<b>31</b>	<b>301</b>	<b>+</b> <b>152</b>	<b>—</b> <b>201</b>
<b>Trade</b> .....	<b>1,886</b>	<b>1,895</b>	<b>3,781</b>	<b>+</b> <b>643</b>	<b>—</b> <b>1,887</b>
Wholesale.....	608	370	978	<b>+</b> <b>216</b>	<b>—</b> <b>601</b>
Retail.....	1,278	1,525	2,803	<b>+</b> <b>427</b>	<b>—</b> <b>1,286</b>
<b>Finance, Insurance and Real Estate</b> .....	<b>577</b>	<b>605</b>	<b>1,182</b>	<b>+</b> <b>155</b>	<b>—</b> <b>479</b>
<b>Service</b> .....	<b>4,160</b>	<b>8,255</b>	<b>12,415</b>	<b>+</b> <b>4,432</b>	<b>—</b> <b>4,152</b>
Community or Public Service.....	702	1,494	2,196	<b>+</b> <b>900</b>	<b>—</b> <b>477</b>
Government Service.....	2,259	516	2,775	<b>+</b> <b>1,609</b>	<b>—</b> <b>771</b>
Recreation Service.....	71	130	201	<b>+</b> <b>53</b>	<b>—</b> <b>84</b>
Business Service.....	498	335	833	<b>+</b> <b>334</b>	<b>—</b> <b>372</b>
Personal Service.....	630	5,780	6,410	<b>+</b> <b>1,536</b>	<b>—</b> <b>2,448</b>
<b>GRAND TOTAL</b> .....	<b>18,241</b>	<b>13,365</b>	<b>31,606</b>	<b>+</b> <b>11,912</b>	<b>—</b> <b>17,586</b>

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MAY 1, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,909	1,082	3,991	10,196	2,379	12,575
Clerical workers.....	1,027	2,812	3,839	20,761	49,066	69,827
Sales workers.....	1,256	905	2,161	8,208	19,533	27,741
Personal and domestic service workers....	1,187	6,666	7,853	45,506	28,348	73,854
Seamen.....	24	.....	24	3,248	13	3,261
Agriculture, fishing, forestry (Ex. log.)..	1,996	21	2,017	15,793	739	16,532
Skilled and semiskilled.....	5,955	1,121	7,076	290,150	31,535	321,685
Food and kindred products (incl. tobacco).....	49	14	63	2,222	951	3,173
Textiles, clothing, etc.....	83	798	881	5,464	19,475	24,939
Lumber and lumber products.....	1,317	5	1,322	51,903	262	52,165
Pulp, paper (incl. printing).....	47	6	53	1,727	717	2,444
Leather and leather products.....	36	42	78	1,783	1,678	3,461
Stone, clay and glass products.....	13	1	14	731	96	827
Metalworking.....	634	11	645	27,193	1,724	28,917
Electrical.....	86	10	96	5,176	1,841	7,017
Transportation equipment.....	17	.....	17	1,451	69	1,520
Mining.....	246	.....	246	4,039	.....	4,039
Construction.....	1,047	.....	1,047	74,274	5	74,279
Transportation (except seamen).....	775	19	794	55,440	211	55,651
Communications and public utility....	24	.....	24	1,527	5	1,532
Trade and service.....	168	189	357	6,060	2,592	8,652
Other skilled and semiskilled.....	1,172	23	1,195	36,146	1,489	37,635
Foremen.....	124	3	127	6,369	398	6,767
Apprentices.....	117	.....	117	8,645	22	8,667
Unskilled workers.....	2,969	567	3,536	198,647	33,806	232,453
Food and tobacco.....	95	205	300	7,392	9,015	16,407
Lumber and lumber products.....	296	5	301	29,944	642	30,586
Metalworking.....	61	20	81	11,345	1,042	12,387
Construction.....	1,701	.....	1,701	99,587	6	99,593
Other unskilled workers.....	816	337	1,153	50,379	23,101	73,480
<b>GRAND TOTAL.....</b>	<b>17,323</b>	<b>13,174</b>	<b>30,497</b>	<b>592,509</b>	<b>165,419</b>	<b>757,928</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT MAY 1, 1958**

(Source: U.I.C. 757)

Office	Unfiled Vacancies(?)			Registrations		
	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
<b>Newfoundland</b>	<b>224</b>	<b>173</b>	<b>245</b>	<b>31,483</b>	<b>36,566</b>	<b>23,402</b>
Corner Brook	5		10	7,591	8,767	5,606
Grand Falls	17	2	16	3,062	3,336	2,886
St. John's	202	171	219	20,830	24,463	14,910
<b>Prince Edward Island</b>	<b>215</b>	<b>62</b>	<b>205</b>	<b>5,219</b>	<b>6,939</b>	<b>3,773</b>
Charlottetown	117	54	117	2,975	4,107	2,274
Summerside	98	8	88	2,244	2,832	1,499
<b>Nova Scotia</b>	<b>697</b>	<b>752</b>	<b>1,534</b>	<b>36,495</b>	<b>42,664</b>	<b>22,024</b>
Amherst	12	12	24	1,577	1,813	1,139
Bridgewater	13	13	21	2,370	2,984	1,204
Halifax	467	519	1,238	7,100	7,623	4,459
Inverness				1,432	1,662	1,076
Kentville	42	33	52	4,308	4,800	2,559
Liverpool	4	5	11	1,143	1,409	552
New Glasgow	59	28	110	5,070	6,108	2,610
Springhill				1,117	1,266	1,045
Sydney	32	75	20	6,034	7,065	3,625
Truro	9	10	37	2,339	2,756	1,671
Yarmouth	59	57	21	4,005	5,178	2,084
<b>New Brunswick</b>	<b>770</b>	<b>658</b>	<b>1,197</b>	<b>41,451</b>	<b>46,108</b>	<b>30,152</b>
Bathurst	13	12	14	6,335	7,727	4,897
Campbellton	33	35	37	3,500	3,795	3,206
Edmundston	6	16	21	3,410	3,919	2,923
Fredericton	119	153	182	2,824	3,063	1,794
Minto	9		88	1,076	1,035	771
Moncton	383	281	612	9,539	11,419	5,759
Newcastle	1	3	7	4,166	4,673	3,625
Saint John	169	133	185	4,319	3,847	3,025
St. Stephen	10	9	11	2,773	2,637	1,711
Sussex	9	3	5	883	1,021	589
Woodstock	18	13	35	2,626	2,972	1,852
<b>Quebec</b>	<b>5,967</b>	<b>4,402</b>	<b>13,232</b>	<b>245,782</b>	<b>281,476</b>	<b>164,612</b>
Asbestos	10	12	19	1,331	1,412	729
Beauharnois	32	35	31	1,382	1,582	841
Buckingham	16	34	12	1,609	1,857	1,467
Causapscal	445	2	347	4,251	4,747	4,039
Chandler	3	7		2,657	3,142	2,232
Chicoutimi	81	47	1,324	2,782	3,188	2,104
Dolbeau	16	6	358	2,943	3,417	2,460
Drummondville	28	22	75	2,650	3,020	1,549
Farnham	103	20	35	1,312	1,529	904
Forestville	41	30	436	3,150	3,618	2,260
Gaspé	6	2		2,537	3,014	2,105
Granby	38	26	70	2,360	2,749	1,915
Hull	143	100	371	4,589	5,683	3,479
Joliette	110	77	142	5,128	5,757	3,496
Jonquière	45	29	302	3,126	3,602	2,070
Lachute	41	11	26	1,021	1,274	701
La Malbaie	9	8		2,759	3,497	2,062
La Tuque	488	36	665	1,447	1,449	567
Lévis	135	81	205	5,149	6,378	4,513
Louiseville	48	38	64	2,035	2,387	1,548
Magog	2	1	5	1,195	1,338	729
Maniwaki	18	3	72	2,176	2,621	1,817
Matane	9	5	8	5,393	6,189	4,053
Mégantic	2	8		2,044	2,247	1,530
Mont-Laurier	2	6	12	1,907	2,249	1,784
Montmagny	30	19	33	3,298	3,761	2,767
Montreal	2,302	2,064	4,965	73,617	81,815	38,300
New Richmond	1	2	5	2,711	3,246	2,204
Port Alfred	1	289	18	1,438	2,388	1,218
Quebec	524	421	830	16,524	19,426	13,816
Rimouski	83	73	576	6,003	7,136	5,026
Rivière du Loup	45	11	261	7,701	8,553	4,626
Roberval	15	10	13	2,662	2,723	1,938
Rouyn	48	69	105	6,172	6,179	4,031
Ste. Agathe	27	21	24	1,613	1,931	1,210
Ste. Anne de Bellevue	59	44	103	1,236	1,673	665
Ste. Thérèse	59	37	96	2,160	2,718	1,464
St. Hyacinthe	48	33	42	2,633	3,494	1,823
St. Jean	61	63	101	2,487	2,590	1,238
St. Jérôme	37	20	48	2,211	2,543	1,406
Sept Îles	75	67	332	2,373	2,911	1,842
Shawinigan Falls	10	22	54	7,084	7,583	4,712
Sherbrooke	130	103	192	6,922	7,457	4,190
Sorel	62	72	111	2,500	3,215	1,453
Thetford Mines	106	54	78	2,394	2,759	2,074

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 1, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
<b>Quebec—Con.</b>						
Trois-Rivières.....	161	126	301	6,740	8,285	3,898
Val d'Or.....	12		24	4,317	4,267	2,727
Valleyfield.....	13	11	58	2,786	3,710	1,581
Victoriaville.....	41	24	56	3,199	3,874	2,243
Ville d'Alma.....	112	84	144	2,720	3,319	2,627
Ville St. Georges.....	34	17	70	5,348	5,974	4,179
<b>Ontario.....</b>	<b>10,088</b>	<b>7,512</b>	<b>13,934</b>	<b>218,711</b>	<b>254,180</b>	<b>129,116</b>
Arnprior.....	145	13	49	503	681	251
Barrie.....	56	31	109	1,261	1,634	953
Belleville.....	24	23	37	2,527	3,025	1,394
Bracebridge.....	197	60	228	1,370	1,974	995
Brampton.....	35	22	33	1,213	1,529	575
Brantford.....	78	57	93	3,402	3,565	2,145
Brockville.....	20	29	19	575	690	275
Carleton Place.....	15	6	3	371	478	174
Chatham.....	53	104	105	2,847	3,461	2,248
Cobourg.....	13	2	8	874	1,148	629
Collingwood.....	8	7		766	966	438
Cornwall.....	116	100	336	4,554	5,064	2,672
Fort Erie.....	28	18	51	742	1,048	272
Fort Frances.....	57	28	35	838	1,037	434
Fort William.....	527	515	561	2,961	3,727	1,384
Galt.....	55	47	227	2,054	2,291	767
Gananoque.....	8	3	9	417	510	158
Goderich.....	30	26	40	572	1,000	394
Guelph.....	29	38	136	2,145	2,635	1,154
Hamilton.....	554	502	1,040	17,498	18,841	9,113
Hawkesbury.....	31	23	26	1,292	1,569	948
Ingersoll.....	49	27	63	878	1,028	624
Kapuskasing.....	25	5	63	2,084	1,904	1,372
Kenora.....	62	81	151	1,104	1,310	501
Kingston.....	123	98	160	2,103	2,450	1,387
Kirkland Lake.....	64	52	133	1,930	2,086	1,040
Kitchener.....	87	103	99	3,606	4,478	1,983
Leamington.....	23	42	66	1,363	1,332	994
Lindsay.....	18	13	39	818	1,048	458
Listowel.....	54	50	35	518	694	301
London.....	505	438	635	5,196	6,288	4,050
Long Branch.....	155	94	159	4,095	4,719	2,095
Midland.....	20	11	38	868	1,623	542
Napanee.....	5	4	11	905	1,058	510
Newmarket.....	53	36	44	1,258	1,701	826
Niagara Falls.....	22	26	116	2,961	3,413	1,347
North Bay.....	284	20	38	2,811	3,173	1,372
Oakville.....	90	59	106	829	1,078	389
Orillia.....	25	17	38	1,277	1,537	573
Oshawa.....	177	101	134	4,488	5,052	2,871
Ottawa.....	1,222	818	1,804	6,926	8,001	4,134
Owen Sound.....	14	17	59	2,292	3,400	1,245
Parry Sound.....	1	10	2	373	570	249
Pembroke.....	220	103	237	2,719	3,088	1,718
Perth.....	27	26	48	851	928	441
Peterborough.....	218	171	89	4,259	4,923	2,622
Pictou.....	13	9	17	490	754	268
Port Arthur.....	642	292	400	5,865	7,014	3,311
Port Colborne.....	8	13	23	1,298	1,428	498
Prescott.....	32	30	41	1,145	1,480	522
Renfrew.....	6	15	17	1,013	1,192	442
St. Catharines.....	112	104	123	5,102	5,943	2,644
St. Thomas.....	32	35	110	1,413	1,515	950
Sarnia.....	67	43	91	2,506	3,177	1,985
Sault Ste. Marie.....	279	212	649	3,299	3,804	1,383
Simcoe.....	40	46	40	1,510	1,778	967
Sioux Lookout.....	8	8	19	311	350	253
Smiths Falls.....	20	13	17	532	627	263
Stratford.....	21	15	46	1,214	1,412	689
Sturgeon Falls.....			8	1,531	1,624	1,018
Sudbury.....	326	309	509	6,864	7,627	3,197
Timmins.....	242	144	119	3,211	3,630	2,093
Toronto.....	2,242	1,824	3,598	52,245	60,802	34,430
Trenton.....	41	39	67	947	1,117	642
Walkerton.....	56	50	40	639	1,024	370
Wallaceburg.....	4	4	5	716	869	677
Wellsford.....	29	27	90	3,035	3,727	1,169
Weston.....	140	94	182	2,727	3,488	1,734
Windsor.....	84	84	185	14,501	14,547	7,649
Woodstock.....	22	26	26	1,303	1,496	945



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 1, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
<b>Manitoba</b> .....	<b>1,805</b>	<b>1,639</b>	<b>3,788</b>	<b>29,617</b>	<b>35,273</b>	<b>18,990</b>
Brandon.....	278	210	670	2,551	3,451	1,726
Dauphin.....	26	19	61	1,910	2,348	997
Flin Flon.....	42	18	119	340	366	157
Portage la Prairie.....	39	61	205	1,453	1,882	887
The Pas.....	37	27	59	423	398	116
Winnipeg.....	1,383	1,304	2,674	22,940	26,828	15,107
<b>Saskatchewan</b> .....	<b>2,092</b>	<b>1,265</b>	<b>3,808</b>	<b>20,156</b>	<b>26,047</b>	<b>12,078</b>
Estevan.....	131	62	199	673	879	506
Moose Jaw.....	287	180	446	1,395	1,956	878
North Battleford.....	53	53	90	1,941	2,397	844
Prince Albert.....	98	89	164	2,947	3,183	2,078
Regina.....	822	378	1,856	4,487	5,990	2,625
Saskatoon.....	405	303	508	4,034	5,578	2,340
Swift Current.....	94	69	214	818	1,376	501
Weyburn.....	82	55	93	481	734	243
Yorkton.....	120	76	238	3,380	3,954	2,063
<b>Alberta</b> .....	<b>5,634</b>	<b>2,361</b>	<b>5,983</b>	<b>40,103</b>	<b>43,123</b>	<b>23,127</b>
Blairmore.....	5	3	5	979	956	492
Calgary.....	955	851	2,821	9,361	11,193	6,588
Drumheller.....	19	10	9	828	1,080	483
Edmonton.....	2,691	1,017	1,606	21,725	21,421	10,558
Edson.....	23	47	61	897	834	551
Lethbridge.....	1,232	220	1,069	2,756	3,665	2,070
Medicine Hat.....	629	164	283	1,162	1,832	933
Red Deer.....	80	49	129	2,195	2,142	1,442
<b>British Columbia</b> .....	<b>3,005</b>	<b>1,798</b>	<b>3,273</b>	<b>88,911</b>	<b>96,112</b>	<b>47,038</b>
Chilliwack.....	80	62	140	2,245	2,689	1,134
Courtenay.....	11	7	33	1,399	1,774	567
Cranbrook.....	11	9	25	1,772	2,044	950
Dawson Creek.....	38	37	46	2,316	1,943	804
Duncan.....	18	16	44	1,202	1,387	310
Kamloops.....	37	36	46	3,135	3,333	1,578
Kelowna.....	15	9	20	1,616	2,106	1,150
Kitimat.....	18	18	255	712	833	700
Mission City.....	2	7	31	1,410	1,711	761
Nanaimo.....	22	25	26	2,034	2,333	934
Nelson.....	23	21	24	1,636	1,953	944
New Westminster.....	204	171	339	9,671	10,733	5,200
Penticton.....	17	15	35	1,915	2,315	895
Port Alberni.....	.....	17	38	1,198	1,616	562
Prince George.....	52	85	131	4,801	3,947	3,490
Prince Rupert.....	42	43	87	2,384	2,666	976
Princeton.....	6	4	8	586	753	305
Trail.....	23	23	4	1,476	1,702	836
Vancouver.....	1,971	796	1,468	39,226	41,224	20,434
Vernon.....	23	20	23	2,353	2,976	1,555
Victoria.....	218	184	339	5,153	5,397	2,579
Whitehorse.....	174	193	111	671	677	374
<b>Canada</b> .....	<b>30,497</b>	<b>20,622</b>	<b>47,199</b>	<b>757,928</b>	<b>868,488</b>	<b>474,312</b>
Males.....	17,323	9,730	28,999	592,509	697,400	378,062
Females.....	13,174	10,892	18,200	165,419	171,088	96,250

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,655
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (4 months).....	236,106	154,496	81,610	15,817	59,010	89,055	47,759	24,465
1958 (4 months).....	210,553	135,039	75,514	15,013	53,748	77,627	44,862	19,303

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	36.9	7,263	155,088	3,354,711
Prince Edward Island.....	6.1	1,064	25,599	498,401
Nova Scotia.....	39.7	9,102	166,857	3,279,256
New Brunswick.....	40.5	11,103	170,188	3,558,991
Quebec.....	246.6	75,007	1,035,683	22,369,665
Ontario.....	208.1	59,933	873,917	19,131,010
Manitoba.....	29.9	7,475	125,759	2,623,027
Saskatchewan.....	21.3	5,171	89,436	1,920,433
Alberta.....	35.3	11,307	148,434	3,271,315
British Columbia.....	70.8	20,321	297,151	6,672,568
Total, Canada, April 1958.....	735.2	207,746	3,088,112	66,679,377
Total, Canada, March 1958.....	802.2	224,085	3,369,253	72,382,046
Total, Canada, April 1957.....	477.9	155,323	1,911,596	40,392,557

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, APRIL 30, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the register (weeks)							Percent- age Postal	April 30,* 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	722,252	103,021	49,965	96,541	89,819	101,335	113,048	168,523	42.4	373,609
Male.....	570,818	40,307	77,184	71,004	79,291	94,726	129,448	129,448	46.6	300,990
Female.....	151,434	24,163	9,658	19,357	18,815	22,044	18,322	39,075	26.6	72,619
Newfoundland.....	30,957	3,336	1,167	2,493	3,495	6,183	7,898	6,385	81.5	16,671
Male.....	29,488	3,159	1,111	2,319	3,312	5,947	7,691	5,949	83.3	16,123
Female.....	1,469	177	56	174	183	236	207	436	47.0	548
Prince Edward Island....	4,613	259	164	325	427	777	1,453	1,208	75.7	2,333
Male.....	3,882	180	136	277	350	641	1,318	980	78.8	2,033
Female.....	731	79	28	48	77	136	135	228	59.2	300
Nova Scotia.....	37,936	4,433	1,913	4,659	4,484	7,359	6,603	8,485	56.4	19,429
Male.....	33,086	3,833	1,677	3,985	3,782	6,474	6,051	7,284	58.1	17,208
Female.....	4,850	600	236	674	702	885	552	1,201	44.7	2,221
New Brunswick.....	40,138	4,793	2,334	4,856	4,427	5,474	7,856	10,398	68.1	22,782
Male.....	35,126	4,308	2,118	4,377	3,846	4,696	7,106	8,675	70.5	20,405
Female.....	5,012	485	216	479	581	778	750	1,723	51.2	2,377
Quebec.....	239,383	31,859	16,963	35,551	33,991	31,673	37,757	51,589	45.5	132,867
Male.....	193,836	23,744	13,731	29,474	28,960	26,073	32,070	39,784	50.1	110,774
Female.....	45,547	8,115	3,232	6,077	5,031	5,600	5,687	11,805	25.7	22,093
Ontario.....	204,527	34,385	14,509	27,153	24,645	26,880	26,878	50,077	27.4	101,650
Male.....	145,408	24,331	10,670	19,315	17,162	18,637	20,241	35,052	29.1	72,823
Female.....	59,119	10,054	3,839	7,838	7,483	8,243	6,637	15,025	23.5	28,827
Manitoba.....	28,256	3,508	1,685	3,078	3,244	4,794	4,947	7,000	36.6	14,242
Male.....	20,922	2,380	1,248	2,317	2,205	3,285	4,013	5,474	43.8	10,366
Female.....	7,334	1,128	437	761	1,039	1,509	934	1,526	16.1	3,876
Saskatchewan.....	18,566	1,950	1,147	1,718	1,946	3,001	3,593	5,211	59.9	9,517
Male.....	14,842	1,513	981	1,335	1,477	2,270	3,062	4,204	65.9	7,757
Female.....	3,724	437	166	383	469	731	531	1,007	35.7	1,760
Alberta.....	38,497	7,340	3,805	4,963	4,525	5,301	4,678	7,885	42.7	19,697
Male.....	32,138	6,206	3,384	4,085	3,636	4,241	4,089	6,497	45.9	17,206
Female.....	6,359	1,134	421	878	889	1,060	589	1,388	26.6	2,491
British Columbia.....	79,379	11,158	6,278	11,745	8,635	9,893	11,385	20,285	32.8	34,421
Male.....	62,090	9,204	5,251	9,700	6,274	7,027	9,085	15,549	34.5	26,295
Female.....	17,289	1,954	1,027	2,045	2,361	2,866	2,300	4,736	26.4	8,126

\* No seasonal benefit claimants are included, the period having expired on April 20, 1957.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
APRIL, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,095	5,055	1,040	6,741	5,976	765	2,029
Prince Edward Island.....	997	839	158	1,110	1,032	78	144
Nova Scotia.....	9,231	6,762	2,469	9,384	8,465	919	2,214
New Brunswick.....	11,577	8,590	2,987	11,997	11,031	966	2,255
Quebec.....	71,228	50,227	21,001	80,958	73,514	7,444	15,513
Ontario.....	67,503	43,208	24,295	71,624	63,331	8,293	14,292
Manitoba.....	7,747	5,787	1,960	8,258	7,187	1,071	1,620
Saskatchewan.....	5,266	4,209	1,057	5,719	5,039	680	1,031
Alberta.....	14,047	10,216	3,831	15,186	13,190	1,996	3,570
British Columbia.....	23,809	15,219	8,590	26,398	22,687	3,711	6,154
Total, Canada, April, 1958.....	217,500	150,112	67,388	237,375	211,452	25,923	48,822
Total, Canada, March, 1958.....	253,338	179,667	73,671	250,271	224,471	25,800	68,558
Total, Canada, April, 1957.....	163,519	117,044	46,475	181,560	154,308	27,252	42,374

\* In addition, revised claims received numbered 33,233.

† In addition, 33,290 revised claims were disposed of. Of these, 3,211 were special requests not granted and 1,878 were appeals by claimants. There were 4,965 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—April.....	3,963,000	3,404,200	558,800
May*.....	3,807,320	3,515,010	292,310
June.....	3,902,000	3,651,700	250,300
July.....	3,965,000	3,760,500	204,500
August†.....	3,998,000	3,792,200	205,800
September.....	3,996,000	3,787,300	208,700
October.....	3,989,000	3,762,500	226,500
November.....	3,980,000	3,712,000	268,000
December.....	4,037,000	3,633,700	403,300
1958—January.....	4,236,000	3,491,800	744,200
February.....	4,208,000	3,373,500	834,500
March.....	4,216,000	3,346,700	869,300
April.....	4,199,600	3,340,000	859,600

\* Count of insured persons at May 1, 1957.

† Revised on the basis of the count of insured persons at May 1, 1957.



## F—Prices

**TABLE F-1. TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.2	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF MAY 1958**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1957	April 1958	May 1958					
(1) St. John's, Nfld.....	109.3	111.9	112.3	111.6	111.3	103.2	108.2	121.9
Halifax.....	119.1	123.5	122.7	115.9	131.4	115.4	124.0	131.4
Saint John.....	121.9	125.4	125.3	119.2	134.7	117.1	121.3	137.0
Montreal.....	120.7	125.6	125.2	126.7	141.2	107.5	118.1	128.8
Ottawa.....	122.8	125.7	125.5	121.6	144.3	111.8	119.4	131.4
Toronto.....	125.0	128.9	128.8	122.5	153.3	113.4	121.7	134.1
Winnipeg.....	119.2	123.3	123.3	121.8	129.8	115.6	117.3	129.6
Saskatoon—Regina.....	117.9	121.7	121.9	120.8	120.3	119.1	122.6	125.2
Edmonton—Calgary.....	118.1	121.3	121.7	119.2	123.9	116.2	120.4	128.1
Vancouver.....	122.0	125.8	125.7	123.0	136.2	114.4	126.7	130.1

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-MAY 1957-1958 (a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In all Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
Cumulative Totals.....	110		41,191		559,695	0.12
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
Cumulative Totals.....	118		40,068		369,760	0.08

(a) The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

**TABLE G-2.—STRIKES AND LOCKOUTS MAY 1953, INVOLVING 100 OR MORE WORKERS**  
(Preliminary, Subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out			Date Begun (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-Days	Accumulated				
			May					
<b>In Progress Prior to May 1953</b>								
<b>MINING—</b> Canadian Gypsum Co., Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers' Union, No. 294.	300 (b)	7,500	53,550	Oct 31 1957	.....	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Clothing—</i> Hyde Park Clothes Ltd., Montreal, Que.	Amalgamated Clothing Workers, AFL-CIO/CLC	278	5,835	13,405	Mar. 17	.....	Recognition; certification pro- ceedings forestalled by court action.	.....
<i>Wood—</i> Hay and Co., Ltd., Woodstock, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 636, AFL-CIO/CLC.	262	5,500	8,380	Apr. 16	.....	Wages.	.....
<b>CONSTRUCTION—</b> National Association of Mas- ter Plumbers and Heating Contractors, Vancouver, B.C.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S. and Canada, No. 170, AFL- CIO/CLC.	1,000 (c)	21,000	21,500	Apr. 30	.....	Wages.	.....
<b>Commencing in May 1953</b>								
<b>FISHING—</b> Fisheries Association of B.C., Vancouver, B.C.	United Fishermen and Allied Workers' Union No. 44, IND.	175	5,425	5,425	May 1	.....	Herring prices.	.....
<b>Mining—</b> <i>Coal—</i> Dominion Coal Co., Ltd., No. 18 Colliery, New Waterford, N.S.	United Mine Workers of America, District 26, IND.	437	1,305	1,305	May 5 May 7	May 6 May 9	Disciplinary action.	Dispute referred to com- mittee.
Coleman Collieries, Coleman, Alta.	United Mine Workers of America, District 18, No. 2633, IND.	150	225	225	May 14	May 15	Alleged violation of agreement.	Negotiations.



MANUFACTURING— <i>Textile</i> — Stauffer-Dobbie Mfg. Co., Ltd. Galt, Ont.  <i>Non-Metallic Minerals</i> — Dunham Glass Co., Ltd., Hamilton and Toronto, Ont.  CONSTRUCTION— Pentagon Construction, Buckingham, Que.  Stearns & Rogers Engineering Limited, Patience Lake, Sask.  Sudbury Builders Exchange, Sudbury, Ont.  Associated Electrical Con- tractors represented by Con- struction Industrial Relations, Vancouver, B.C.  TRANSPORTATION— <i>Railway</i> — Canadian Pacific Railways, Across Canada.  <i>Water</i> — Canadian Pacific Steamships, British Columbia Coast.  SERVICE— Corporation of The District of North Vancouver, North Vancouver, B.C.	290	1,450	1,450	May 26	.....	New agreement.	.....
	882	5,185	5,185	May 23	.....	Wages and fringe benefits.	.....
	150	5,575	5,575	May 5	.....	Wages and union recognition.	.....
	172	515	515	May 5	May 8	Wages.	Approximately 10 cents an hour increase for all classes involved.
	150	825	825	May 23	.....	Wages and fringe benefits.	.....
	377	25	25	May 30	.....	Wages.	.....
	2,500(e)	(f)	(f)	May 11	May 13	Decision to eliminate firemen from diesel freight and yard service in accordance with the Kellock report (g).	Removal of firemen made subject to the mainten- ance of existing sen- iority lists.
	350(d)	3,850	3,850	May 16	.....	Wages, overtime and fringe benefits.	.....
	212	955	955	May 8	May 15	Wages.	Return of workers, fur- ther negotiations.

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(b) 43 indirectly affected; (c) 10 indirectly affected; (d) 1,075 indirectly affected.

(e) Estimate.

(f) Not available.

(g) See Labour Gazette, March 31, 1958.

## H.—Industrial Fatalities

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE:—The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	4	18		13	8	16	1	6			2		68
(a) Tools, machinery, cranes, etc.....	1	1		3	1	5	1				1		11
(b) Moving vehicles.....	1	1		2	2	4	1	5			1		17
(c) Other objects.....	3	16		8	5	7		1					40
Caught In, On or Between Machinery, Vehicles, etc.....		1		2	5	2		2			2		14
Collisions, Derailments, Wrecks, etc.....	5	5	3	4	4	3	1	7	2		5		39
Falls and Slips.....		3	1	6	7	7		2	3				29
(a) Falls on same level.....					2			1					3
(b) Falls to different levels.....		3	1	6	5	7		1	3				26
Conflagrations, Temperature Extremes and Explosions.....				3	4	5		1			9		22
Inhalation, Absorptions, Asphyxiation, etc.....				6	6				2	1			15
Electric Current.....				1	3		1	1					6
Over-exertion and Industrial Diseases.....					1	1		1			3		5
Miscellaneous Accidents.....					1	11			1		1		14
Total, First Quarter—1958.....	9	27	4	34	36	48	3	20	8	1	22		212
Total, First Quarter—1957.....	14	33	10	43	55	64	7	56	24	1	19		326

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1958**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1		6	1		1			9
Logging.....			3	3	4	4	1	1	2	9		27
Fishing and Trapping.....			1									4
Mining and Quarrying.....	2				1	11		3	5	3		34
Manufacturing.....			1	1	2	12	2	3	8	7		36
Construction.....			1	2	19	14	2		2	8		48
Public Utilities.....						1	1		1			3
Transportation, Storage and Communications.....	1			1	4	6	1	2	2	3		20
Trade.....				1	1	5			1			8
Finance.....					1							1
Service.....			1		1	16	1		1	2		22
Unclassified.....												
Total.....	3		14	9	33	75	9	9	23	37		212*

\* Of this total 156 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 56 were obtained from other non-official sources.

# OCCUPATIONAL MONOGRAPHS and FILMSTRIPS

## in the

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# OTHER PUBLICATIONS OF THE DEPARTMENT OF LABOUR, OTTAWA, OF INTEREST TO GUIDANCE COUNSELLORS

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## **Requirements for Professional Personnel** 1956-58. 44 pp., Eng. 35 cents.

A survey made in 1956 of industry, universities and federal and provincial governments to ascertain their expected requirements for professional workers during the next three years.

## **Skilled and Professional Manpower in Canada** 1945-1965, 106 pp., English and French \$2.00

A report drawn up at the request of the Royal Commission on Canada's Economic Prospects by the Economics and Research Branch. The report gives an estimate of future manpower requirements based on trends established in the period 1945-1956, and on the expected future development of the economy.

## **Apprenticeship in Canada** (1953), 83 pp., English and French. 15 cents.

Historical background of apprenticeship in Canada including an account of the conditions of apprenticeship in trades designated by provinces, in selected private industry, and in the armed forces.

## **The Quebec Answer to the Problem of Apprenticeship** (1956), 38 pp., English and French. 25 cents.

## **A Modern Concept of Apprenticeship, Alberta** (1957), 31 pp., English and French. 25 cents.

## **Canadian Vocational Correspondence Courses** (1955), 24 pp., English and French. Free.

A list of 123 correspondence courses, available at nominal cost, in a wide variety of vocational subjects.

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A statistical report on the extent of training in selected industries. Does not deal with nature of training programs, occupations covered, length of training, etc.

## "Professional Manpower Bulletin Series"

## No. 1—**Trends in Professional Manpower Supplies and Requirements** (1957), 30 pp., English and French. 25 cents.

## **Wage Rates and Hours of Labour in Canada** (Annually), 275 pp., bilingual. \$1.00.

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## **Labour Organization in Canada** (Annually), 120 pp., English and French. 25 cents.

Presents statistical information on labour organization and incorporates a directory of such organizations, showing membership affiliations, names and addresses of officials and names of official publications.

## **Research Program on the Training of Skilled Manpower**, English and French., No. 1—**Progress Report**, 1957, 25 No. 2—**Technological Changes and Skilled Manpower: Electrical and Electronic Industry, Heavy Machinery Industry**, 23 Free.

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## **Seasonal Unemployment in Canada** (1954), 51 pp., English and French.

An analysis of seasonal variations in employment and on methods developed for the reduction of such variations, in 18 seasonal industries in Canada.

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manpower and labour relations  
REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

LABOUR requirements increased rather more than seasonally in July. Employment rose by 140,000, bringing the total to 5,934,000 at mid-month. This increase—as in four of the past five months—was better than average. By July the underlying employment trend was between 1 and 2 per cent above its low point in February.

Although total employment was still a little below last year's level, non-farm employment was slightly higher. Since spring the main sources of strength have been construction (chiefly residential, highway and institutional), forestry (which staged a partial recovery from a poor winter and spring) and the steady expansion of the trade, finance and service industries. In manufacturing, employment in July was down 3.5 per cent from a year ago and there has been little evidence of an early recovery. The increase in housing and highway construction has stimulated the manufacture of plumbing fixtures, heating equipment, lumber and other building supplies, but new orders in heavy electrical apparatus, machinery, pipe and structural steel have been slow and layoffs in these firms frequent. Automobile and parts manufacturers closed down in July and it is unlikely that production of new models will start before September.

The total labour supply continued to expand more slowly than last year. Since last fall, in fact, changes in the labour force have been almost entirely seasonal, the basic level remaining virtually unchanged. In July the labour force was only 1.7 per cent, or 108,000, higher than a year ago, the smallest increase in more than three years.

The number of persons without jobs and seeking work declined by 34,000 during July to 286,000. As in previous months, the decline was of male job seekers; the number of females seeking work showed no significant change. The seeking work figure amounted to 4.6 per cent of the labour force, still considerably higher than in the comparable month of any year in the post-war period.

Unemployment was higher than last year in all regions. The proportion

of job seekers in the labour force varied from 2 per cent in the Prairie provinces and 3.7 per cent in Ontario to more than 6 per cent in British Columbia, Quebec and the Atlantic provinces. At the beginning of August seasonal farm requirements had eliminated labour surpluses in most agricultural areas, but more than half of all metropolitan, major industrial and minor areas were in the labour surplus categories. Five areas—Windsor, Cornwall, Rouyn-Val d'Or, Central Vancouver Island and St. Stephen—were still in the substantial labour surplus category.

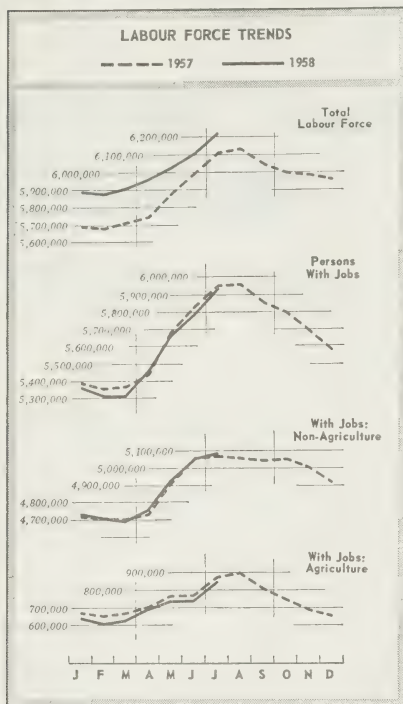
Apart from absolute level, the most significant difference between the unemployment of this year and last lay in duration. This year, of the total still seeking work in July, 38 per cent had done so for more than three months, compared with only 25 per cent last year. Twenty-one per cent had been seeking work for

more than six months, compared with 12 per cent last year.

With respect to employment, one of the more significant developments continues to be the difference between the trends of goods-producing and other industries, and the consequences that this has had for male and female employment. Throughout the past year the main strength in the demand for labour has come from the trade, finance and service industries, all of which have a predominantly female work force. This has been reflected in the labour force estimates. Female employment in July was 57,000 or 4.1 per cent higher than a year ago while male employment was down 72,000 or 1.6 per cent.

This change in the distribution of industrial employment and the corresponding shift in sex distribution is not an entirely new development. The industries producing services have been increasing more rapidly than goods-producing industries since the turn of the century, and particularly in the post-war period; the proportion of females in the labour force has shown a corresponding gain. Seldom, however, has the shift been as marked as in the past year.

The increase in job opportunities for female workers has chiefly benefited married women in the middle age groups (20-64). Employment estimates were unchanged from a year earlier for females aged 14-19 and were down moderately for single women. Among males, the recession has affected the young and the old most adversely. These points are illustrated in the following table.





*Percentage Changes in the Number of Persons with Jobs,  
by Sex, Marital Status and Age Group,  
July 1957 to July 1958*

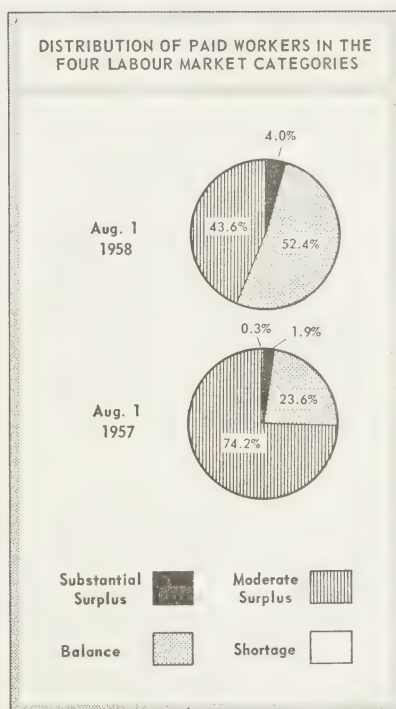
	Males	Total	Females Married	Single
All ages .....	-1.6	+4.1	+10.4	-2.1
14-19 .....	-5.9	-0.4		
20-24 .....	-3.1	+7.9		
25-44 .....	-0.5	+2.3		
45-64 .....	-0.5	+9.0		
65+ .....	-7.3	-3.3		

## Investment Trends *With Particular Reference to Construction*

The capital investment program has been maintained at a relatively high level during the current business recession. If present plans are carried out, total outlays will be only 2 per cent lower than the record achieved last year. The composition of the program, however, differs considerably from that of the preceding two years. The mid-year investment survey of the Department of Trade and Commerce shows that plans formulated by businessmen indicate a 13 per cent decline in expenditures on new plants and equipment, while housing, institutional and government spending is expected to be 17 per cent higher than last year.

The shift in the pattern of investment has produced many cross-currents in the economy. The decline in business construction has resulted in a sharp drop in machinery and equipment purchases which, in turn, has been partly responsible for production cut-backs in the iron and steel products industries. The upsurge in housing and road building, on the other hand, has stimulated activity in the manufacture of construction supplies and household appliances and furnishings.

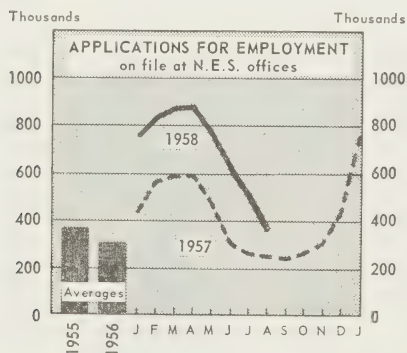
While machinery and equipment purchases declined sharply (16 per cent between the first quarter of 1957 and the first quarter of 1958), only part of the impact has fallen on domestic production. It is estimated that more than one-half of the decline has been reflected in a cut-back of imported goods. Nevertheless, domestic production of iron and its products was 19 per cent lower in the first quarter of 1958 than in the first quarter of last year. Smaller capital outlays accounted for much of this drop, although decreases in consumer expenditures on automobiles and other durable goods were also an important factor.



The level of construction employment has been fairly well maintained this year; in July, it was estimated to be 493,000, down less than 2 per cent from a year earlier. The strong recovery in housing can be attributed to the combined effects of easier conditions in the mortgage markets and special government financing. Residential construction was maintained at an exceptionally high rate during the first half of 1958 and provided much of the employment strength throughout this period. The annual rate of starts for the first six months of 1958, after allowing for seasonal factors, was 165,300. This represents a substantial gain over the 122,300 units started last year. Completions showed a similarly sharp increase over the last year; in urban centres they were 26 per cent higher than in the first half of 1957.

Engineering construction has been maintained at a high level, largely because of increased public expenditures by all levels of government. A particularly heavy volume of road and highway construction was undertaken during the first half of the year and prospects are good for a continuation of this trend. Employment in this sector of construction was also bolstered by work on projects which were initiated in previous years. The most important among these were the St. Lawrence Seaway and the Trans-Canada gas pipeline. In the first half of 1958, the value of contracts awarded for engineering types of construction was only 2.6 per cent lower than in the comparable period last year.

Weaknesses in the business sector of construction are centred largely in the commodity-producing industries which provided much of the impetus for expansion in 1956 and 1957. Forestry and the mineral products industries recorded sharp declines in planned investment as domestic and export markets softened at a time when additional capacity created for these products was more than capable of meeting current demands. Outlays for transportation and communication facilities are expected to be somewhat larger than last year, but in trade, finance and commercial services, expenditures are likely to be somewhat lower.



Total construction employment can be expected to show continued strength during the last half of the year, despite signs of weaknesses in certain sectors. Some of the larger construction projects, such as the St. Lawrence Seaway and the major gas lines, are well advanced and prospects are that smaller work crews will be needed, but much of this employment drop will be offset by increased hirings in other types of engineering construction. The over-all strength of the industry will depend to a considerable extent on the rate of housebuilding, which in turn will largely depend on the level of effective demand and the availability of mortgage money.

# Current Labour Statistics

(Latest available statistics as of August 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	July 19	6,220,000	+ 1.7	+ 1.8
Total persons with jobs.....	July 19	5,934,000	+ 2.4	- 0.3
At work 35 hours or more.....	July 19	4,949,000	- 3.4	- 2.7
At work less than 35 hours.....	July 19	486,000	- 3.0	+ 32.8
With jobs but not at work.....	July 19	499,000	+197.0	+ 0.2
With jobs but on short time.....	July 19	43,000	-12.3	+ 2.4
With jobs but laid off full week.....	July 19	19,000	+26.7	+ 35.7
Persons without jobs and seeking work.....	July 19	286,000	-10.6	+ 75.5
Persons with jobs in agriculture.....	July 19	853,000	+15.3	- 3.1
Persons with jobs in non-agriculture.....	July 19	5,081,000	+ 0.5	+ 0.2
Total paid workers.....	July 19	4,665,000	+ 0.9	+ 0.8
<i>Registered for work, NES (b)</i>				
Atlantic.....	July 17	48,400	-28.7	+ 67.5
Quebec.....	July 17	128,900	-23.3	+ 65.5
Ontario.....	July 17	135,200	-18.3	+ 49.7
Prairie.....	July 17	44,200	-25.5	+ 54.0
Pacific.....	July 17	55,700	-15.2	+ 77.4
Total, all regions.....	July 17	412,400	-21.7	+ 60.3
Claimants for Unemployment Insurance benefit.....	July 1	445,487	-19.2	+ 117.8
Amount of benefit payments.....	June	\$36,992,241	-28.4	+ 157.7
Industrial employment (1949 = 100).....	June 1	118.3	+ 3.2	- 4.2
Manufacturing employment (1949 = 100).....	June 1	110.3	+ 1.4	- 5.5
Immigration.....	1st. Qtr. 58	21,243	—	- 66.0(c)
Destined to the labour force.....	1st. Qtr. 58	10,457	—	- 70.7(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	June	927	+ 6.2	
Number of workers involved.....	June	385,654	+17.1	
<i>Strikes and Lockouts</i>				
No. of strikes.....	July	46	—	+ 0.7(c)
No. of workers involved.....	July	6,078	—	- 19.9(c)
No. of days lost.....	July	84,330	—	- 9.5(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	June 1	\$70.76	+ 0.6	+ 4.3
Average hourly earnings (mfg.).....	June 1	\$1.67	+ 0.5	+ 4.0
Average hours worked per week (mfg.).....	June 1	40.7	+ 0.7	+ 0.5
Average weekly earnings (mfg.).....	June 1	\$68.05	+ 1.2	+ 4.6
Consumer price index (av. 1949 = 100).....	July 1	124.7	- 0.3	+ 2.3
Real weekly earnings (mfg. av. 1949 = 100).....	June 1	130.5	+ 1.2	+ 1.7
Total labour income.....\$000,000	June	1,350	+ 2.7	+ 2.1
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	June	293.9	+ 4.1	- 1.1
Manufacturing.....	June	291.6	+ 3.9	- 1.6
Durables.....	June	340.6	+ 2.5	- 2.1
Non-Durables.....	June	260.2	+ 5.0	- 1.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, April issue of *Labour Gazette*.

(b) See inside back cover, April issue of *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Labour-Management Relations

## The Bargaining Scene

Negotiations affecting at least one-third of the workers covered by collective agreements in Canada were in progress during the past month. Of the larger agreements, surveyed from month to month in this article, 84 covering 426,000 workers were open. These involved some major bargaining relationships in the steel, automobile, railway, pulp and paper, B.C. logging, and other industries. Ten settlements were reached in the group of agreements covering 1,000 or more workers.

In the railway negotiations the conciliation board on the non-operating employees contracts reported earlier in the month. It proposed a 4 cents an hour wage increase retroactive to January 1, 1958 plus an increase of 3% in September 1958 together with a further 3% increase in April 1959. The board also proposed a four-week vacation after 35 years service. The contract would be for two years. The unions are meeting to consider these proposals on August 19. All negotiations are listed below.

Non-operating trades.....	CNR } CPR }	127,000 workers—post-conciliation
Firemen.....	CNR: CPR:	4,300 workers—in conciliation 3,100 workers—negotiating
Engineers.....	CNR: CPR:	3,500 workers—in conciliation 2,600 workers—negotiating
Trainmen.....	CNR: CPR:	12,000 workers—negotiating 9,000 workers—in conciliation

## Bargaining Status of Major Agreements Reviewed, August 15, 1958

N = negotiating C = conciliation P/C = post conciliation A = arbitration W/S = work stoppage. Brackets indicate information not confirmed \* = Contract expires September 1958

Company and Location	Union	Status	
		July 15-Aug. 15	
Abitibi Power & Paper, Iroquois Falls.....	4 paper mill unions	C	C
Algoma Steel, Sault Ste. Marie.....	Steelworkers	N	C
Anglo Canadian Pulp & Paper, Quebec.....	2 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls.....	4 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls....	Woodworkers	N	N
Bowaters Pulp & Paper, Cornerbrook.....	4 paper mill unions	N	C
Brewers Warehousing, Ontario.....	Brewery Wkrs.	C	W/S
Canada Cement, Canada.....	Cement and Lime Wkrs.	N	C
C.B.C., Canada.....	NABET (Broadcasting)	N	C
Canadian Car Co., Montreal.....	Railway Carmen	—	N
Cdn. Johns-Manville, Asbestos.....	Syndicate (CCCL)	N	N
Canadian Vickers, Montreal.....	Syndicate (CCCL)	—	N
Cdn. Vickers, Montreal.....	Various Craft Unions	N	N
Cdn. Westinghouse, Hamilton.....	United Electrical Wkrs.	N	C
Chrysler Corp., Windsor.....	Automobile Wkrs.	N	N
Coal Operators, Alberta.....	Mineworkers (2 agreements)	C	C

Company and Location	Union	Status	
		July 15-Aug. 15	
Consolidated Paper, Quebec.....	2 paper mill unions	N	C
Davie Shipbuilding, Lauzon.....	Syndicate (CCCL)	N	N
Dominion Textiles, Quebec.....	Syndicate (CCCL)	C	C
Dominion Textiles, Montreal.....	Syndicate (CCCL)	N	N
Dupuis Freres, Montreal.....	Syndicate (CCCL)	C	C
E.B. Eddy, Hull & Ottawa.....	3 paper mill unions	C	C
Falconbridge Nickel Mines.....	Mine Mill Wkrs.	—	N
Ford Motor Co., Ontario.....	Automobile Wkrs.	N	N
Forest Industrial Relations, B.C. coast....	Woodworkers	P/C	P/C
General Motors, Ontario.....	Automobile Wkrs.	N	N
General Steel Wares, Ont. and Que.....	Steelworkers	C	N
Halifax Construction Assn., Halifax.....	Carpenters and Joiners	(N)	(N)
Halifax Construction Assn., Halifax.....	Hodcarriers	(C)	(C)
Halifax Shipyards, Halifax.....	Marine Wkrs.	N	N
Hollinger Consolidated, Timmins.....	Steelworkers	C	C
Howard Smith Paper Mills, Cornwall.....	2 paper mill unions	N	N
International Nickel Co., Port Colborne..	Mine, Mill Wkrs.	C	C
International Nickel Co., Sudbury.....	Mine, Mill Wkrs.	C	C
Lake Carriers Assn., Great Lakes.....	Seafarers	C	C
Marine Industries, Sorel.....	Syndicate (CCCL)	N	N
Massey-Harris-Ferguson, Ontario.....	Automobile Wkrs.	—	N
Master Plumbers Assn., Edmonton.....	Plumbers	C	A
McIntyre Porcupine Mines, Schumacher...	Porcupine Mine Wkrs.	C	C
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	N	N
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	C	C
Motor Transport Ind. Rel. Bureau, Toronto	Teamsters	C	C
Newfoundland Employers' Assn., St. John's	LPU(Longshoremen)	A	N
N. Interior Lumberman's Assn., Northern B.C.....	Woodworkers	N	N
Okanagan Fed. Shippers, Okanagan.....	Fruit Wkrs.	N	N
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs.	C	C
Price Bros., Quebec.....	Syndicate (CCCL)	N	N
Royal York Hotel, Toronto.....	Hotel Employees	N	N
Saskatchewan Wheat Pool, Ont. Man.Sask..	SWP Employees	N	N
Shawinigan Chemicals, Shawinigan Falls...	Syndicate (CCCL)	A	A
S. Interior Lumbermans' Assn., Southern BC	Woodworkers	N	N
Steel Co. of Canada, Hamilton.....	Steelworkers	C	W/S
Sudbury Builders' Exchange, Sudbury....	Hodcarriers	A	A
Toronto Builders Exchange, Toronto.....	Carpenters	N	C
Toronto Builders Exchange, Toronto.....	Hodcarriers	C	C
City of Toronto, Toronto.....	Public Service Employees	C	C
Vancouver Dairies, Vancouver.....	Teamsters	C	N
Vancouver Builders, Vancouver.....	Plumbers	W/S	W/S

## THE BARGAINING SCENE AUGUST 15, 1958

Bargaining Units of 1,000 or More Employees

July 1, 1958 to September 30, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	84	426,300
Bargaining carried over from June .....	55	320,500
Terminating in period July 1-Sept. 30 .....	29	105,800
<b>Settlements Achieved July 15-August 15</b> .....	10	24,500
<b>Negotiations Continuing at August 15</b> .....	65	363,700
Bargaining in progress .....	29	104,950
Conciliation in progress .....	28	85,350
Post Conciliation .....	2	161,000
Work Stoppage .....	3	10,000
Arbitration .....	3	3,600
<b>Negotiating not yet begun</b> .....	9	38,100

### Union Membership, January 1, 1958

Preliminary figures are now available for Canadian trade union membership as at January 1, 1958. These figures are shown below and are extracted from more detailed information at present being prepared for the Labour Organization Report 1958.

### CONGRESS AFFILIATION AND UNION MEMBERSHIP

(As reported by International, National and Regional Unions)

	Number of Branches		Membership	
	Jan. 1, 1957	Jan. 1, 1958	Jan. 1, 1957	Jan. 1, 1958
Canadian Labour Congress.....	5,404	5,518	1,070,129	1,144,120
AFL-CIO/CLC.....	3,731	3,868	866,486	907,066
CLC Only.....	1,673	1,650	203,643	237,054
Canadian and Catholic Confederation of Labour.....	411	449	99,372	104,255
American Federation of Labor—				
Congress of Industrial Organization only.....	17	59	1,184	18,432
*Unaffiliated Railway Brotherhoods.....	257	124	33,594	9,608
Other Unaffiliated International Unions....	171	166	81,205	79,970
Unaffiliated National, Regional and Local Organizations.....	498	537	100,701	97,615
	6,758	6,853	1,386,185	1,454,000

\*Since last year some formerly unaffiliated railway brotherhoods have become AFL-CIO-CLC affiliates.



# Manpower Situation in Local Areas

## ATLANTIC

EMPLOYMENT in the Atlantic region increased seasonally during July. In the week ending July 19 the number of persons with jobs was estimated at 533,000, about 14,000 more than in the previous month but 22,000 fewer than a year earlier. Agriculture accounted for much of the increase in employment during the month. Non-agricultural employment showed little over-all change, owing to opposing trends in some of the leading industries; increased hirings in construction were largely offset by layoffs in manufacturing, forestry and coal mining.

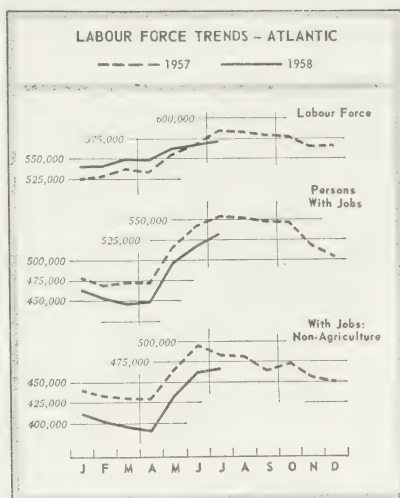
Construction employment increased in all areas of the region during July, but was still lower than last year. Temporary layoffs and part time were prevalent in coal mining and manufacturing; approximately 6,000 coal miners in the Sydney area were reported to be affected by a 25-day staggered shutdown. Progressive layoffs were reported in certain parts of manufacturing, notably in steel plants. The pulp and paper industry showed some improvement as the mill at Hantsport reopened, but other paper mills in the region continued below capacity.

Unemployment declined fairly sharply during the month in all parts of the region and resulted in the reclassification of 13 of the 21 areas; five moved from the moderate surplus to the balanced category and eight from the substantial surplus to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 15 (8); in balance, 5 (13).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 1 to Group 2. The construction industry showed considerable improvement during the month, after registering unusually small increases in employment earlier in the season. Further substantial gains in construction employment can be expected as work commences on some of the larger building projects which are currently in the planning stage. Total employment in the area was virtually the same as a year before.

**Corner Brook** (major industrial). Reclassified from Group 1 to Group 2. Increased construction activity resulted in a fairly sharp drop in unemployment. Logging employment declined as usual. Newsprint production held up fairly well, so that for the first seven months of 1958 it was only slightly lower than last year.



# CLASSIFICATION OF LABOUR MARKET AREAS—AUG. 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montreal → VANCOUVER-NEW WESTMINSTER Quebec-Levis → ST. JOHN'S	Calgary → EDMONTON Ottawa- Hull → TORONTO → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Cornwall Rouyn-Val d'Or	Brantford → CORNER BROOK Farnham-Granby Ft. William- Pt. Arthur → JOLIETTE → LAC ST. JEAN → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa → PETERBOROUGH Saint John Sarnia → SHAWINIGAN FALLS Sherbrooke Sudbury → Sydney → TROIS RIVIÈRES Victoria	→ GUELPH → HALIFAX Kingston Kitchener London → TIMMINS- KIRKLAND LAKE	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Chatham → THETHERD- MEGANTIC- → ST. GEORGES	Barrie Brandon → CHARLOTTETOWN Lethbridge Moose Jaw North Battleford → PRINCE-ALBERT Red Deer Regina → RIVIÈRE DU LOUP Saskatoon → YORKTON	
MINOR AREAS (labour force 10,000-25,000)	Central Vancouver Island St. Stephen	→ BATHURST Beauharnois Belleville-Trenton Bridgewater → CAMPBELLTON Chilliwack → DAWSON CREEK Drummondville Edmundston Fredericton Galt → GASPÉ Kamloops Lindsay → NEWCASTLE Montmagny Owen Sound Pembroke → PRINCE GEORGE → QUEBEC NORTH SHORE → RIMOUSKI Sault Ste. Marie Ste. Agathe- St. Jerome St. Jean Sorel Summerside Valleyfield → VICTORIAVILLE Woodstock, N.B. → YARMOUTH	Bracebridge → BRAMPTON → CRANBROOK → DAUPHIN Drumbeller Goderich → GRAND FALLS → KENTVILLE → LACHUTE-STE. THERÈSE Listowel Medicine Hat → NORTH BAY → OKANAGAN VALLEY → PORTAGE LA PRAIRIE → PRINCE RUPERT → ST. HYACINTHE → ST. THOMAS → SIMCOE Stratford Swift Current → TRAIL-NELSON → TRURO Walkerton Weyburn → WOODSTOCK- INGERSOLL	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover April issue.

**Halifax** (major industrial). Reclassified from Group 2 to Group 3. Seasonal employment expansion occurred in agriculture, fishing, construction, trade and services. Industrial employment was considerably lower than last year with decreases in virtually all industries. The most noticeable curtailment was in transportation, reflecting unusual slackness on the Halifax waterfront. Construction employment also showed a marked year-to-year decline, though prospects in this industry were fairly bright.

**New Glasgow** (major industrial). Reclassified from Group 1 to Group 2. Progressive layoffs in some of the larger steel plants resulted in manufacturing employment falling below last year's level. Coal mines in the area continued operating on short time. Agriculture and construction were almost entirely responsible for the drop in unemployment during the month.

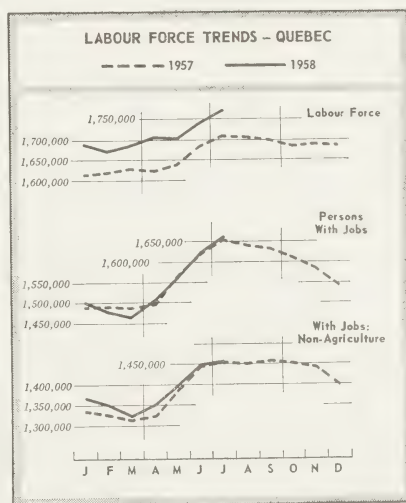
**Moncton** (major industrial). Reclassified from Group 1 to Group 2. Urban unemployment declined in accordance with the usual seasonal pattern. There was little pickup in activity in the outlying districts, however, owing to a lack of woods employment and a poor run of herring and mackerel.

**Charlottetown, Grand Falls, Kentville and Truro** (major agricultural and minor). Reclassified from Group 2 to Group 3.

**Yarmouth, Bathurst, Campbellton and Newcastle** (minor). Reclassified from Group 1 to Group 2.

## QUEBEC

EMPLOYMENT registered a strong seasonal rise during July in the Quebec region, increasing by some 39,000 over the month to an estimated 1,663,000 at July 19. This figure was about 8,000 higher than a year ago. There was a further narrowing of the year-to-year gap in unemployment, though it still remained very high. The number of persons without jobs and seeking work formed some 6.1 per cent of the labour force, compared to 3.2 per cent a year ago. The level of registrations for work at NES offices, though falling sharply during the month, remained significantly higher than a year ago.



Farm employment wholly accounted for the year-to-year advance in total employment. Inclement weather retarded operations in some parts of the region by as much as two weeks. Nevertheless, the hay, fruit and vegetable harvest resulted in a rise in farm employment that was considerably sharper than in any similar period of the past three years.

The employment increase in non-farm industries, with the exception of construction and the service industries, was only moderate during the month. Forestry employment began declining a week earlier than last year and by the middle of the month there were some 20 per cent fewer men at work in the woods than a year ago. Employment in construction rose, with some shortages of skilled tradesmen developing. Residential building



continued strong; however, the value of contracts awarded for industrial construction during June was well below last year's figure. In manufacturing, extended holidays prevailed at many plants. Employment continued higher than last year in most plants manufacturing food and beverages; it rose seasonally in wood, paper and iron and steel products but remained lower than last year in these industries. The textile industry showed some signs of recovery; and the outlook in many mills was somewhat brighter than in the early part of the year.

Twelve of the 24 labour market areas in the region were reclassified during the month. At August 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 20 (14); in balance, 3 (10).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. Employment was still moderately lower than last year. Weakness was centred in manufacturing—many plants were closed for extended holiday periods; employment in the services, in transportation and trade was at least on a level with a year ago. Some signs of improvement appeared in the condition of the textile and clothing industry. With activity brisk in residential construction, plants manufacturing furniture, doors and sashes, roofing paper, structural steel and building materials were active.

**Quebec-Levis** (metropolitan). Remained in Group 2. Employment was at last year's level in the area, strength in the service industries and construction offsetting weaknesses in manufacturing. Short time and extended holidays prevailed at textile mills and in clothing factories. Employment rose during the month at saw and planing mills; however, paper mills continued working short time. Housebuilding continued to provide the main stimulus to the construction industry. Activity was brisk in the Levis shipyards.

**Lac St. Jean, Joliette, Shawinigan Falls and Trois Rivières** (major industrial). Reclassified from Group 1 to Group 2. River driving and pulpwood cutting operations were in progress, though at a curtailed rate compared to last year. Construction activity rose during the month, and was particularly strong in the residential sector.

**Rivière du Loup** (major agricultural). Reclassified from Group 1 to Group 3.

**Thetford Mines-Megantic-St. Georges** (major agricultural). Reclassified from Group 1 to Group 2. Employment was considerably higher than last year at the peat bogs in Rivière du Loup. At Thetford Mines, three new asbestos plants were beginning to hire workers.

**Gaspé, Rimouski, Quebec North Shore and Victoriaville** (minor). Reclassified from Group 1 to Group 2.

**Lachute-St. Thérèse, St. Hyacinthe** (minor). Reclassified from Group 2 to Group 3.

### ONTARIO

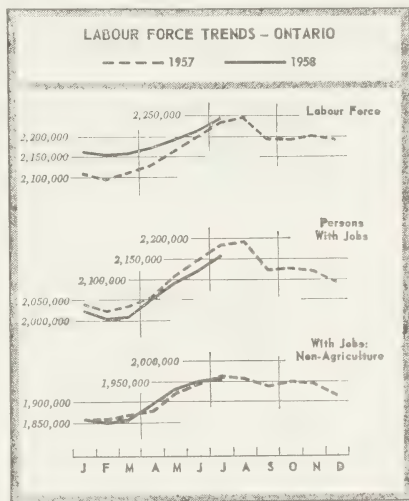
EMPLOYMENT in Ontario continued to increase during the month. The number of persons with jobs at July 19 was estimated to be 2,161,000, an increase of 38,000 from the previous month, but a decline of 25,000 from the

previous year. Agricultural employment accounted for about 70 per cent of the month-to-month increase and for 80 per cent of the year-to-year decline in total employment. Unemployment decreased slightly during the month, but remained much higher than a year ago.

Activity in the non-agricultural industries continued to increase during the first half of the month, with construction remaining the principal force behind this increase. The seasonally adjusted number of housing units started in urban centres in July, though lower than a month earlier, remained much higher than a year ago. Public and commercial building was increasingly active, particularly in larger cities. The volume of construction boosted production and employment in sawmills and in wood products industries, and accounted for increased output of fabricated and structural steel and of heavy construction machinery. Activity rose in seasonal industries, particularly in canning and food processing and secondary textiles. As a result, total manufacturing employment rose slightly, in spite of the continuing low employment level in the motor vehicle industry.

The tempo of activity slowed down in the second half of the month. Besides extending the holiday period in many cases by another week, practically all employers followed the 1957 pattern in closing down their plants entirely rather than employing replacements or staggering production as they did in 1956. However, as local reports indicate, full resumption of work and, in many cases, new hirings were expected at the beginning of August. This does not apply to the motor vehicle industry, which began closing plants earlier than last year and was not expected to resume operations until some time in September. As a result of early shutdowns, motor vehicle production in July dropped by about 25 per cent from June and from a year earlier; total output during the first seven months of this year was 19 per cent lower than in the same period a year before. Steel production also declined from close to 80 per cent of capacity at the beginning of the month to 69 per cent at the month's end.

Nine of the 34 areas in the region were reclassified during the month, all but one from the moderate surplus to the balanced category. At August 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 14 (5); in balance, 18 (28).



## Local Area Developments

**Metropolitan Areas**—Classification remained unchanged: *Hamilton* (Group 2). Employment increased in most industries in spite of the intervening holidays; there was a substantial narrowing of the year-to-year employment gap. The largest increase occurred in construction. The iron and steel industry showed no change. The agricultural implements industry shut down for the summer. *Ottawa-Hull* (Group 3). Employment increased

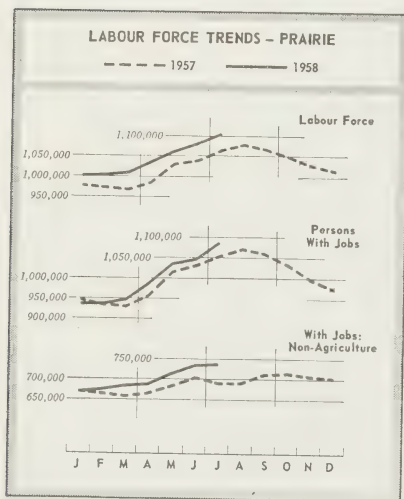
sharply during the month to exceed last year's level. The increased labour demand came mainly from the construction industry and from agriculture. The demand for farm help was met by workers from Western Canada and the Maritimes. Sawmills were operating at full capacity. Pulp production continued at a reduced level. *Windsor* (Group 1). The substantial labour surplus situation continued. The closing down of motor vehicle plants for extended vacation periods will temporarily add several thousand workers to the labour surplus. Housing starts in June dropped sharply from May, and were fewer than a year ago.—Reclassified from Group 2 to Group 3: *Toronto*. The employment situation showed a noticeable improvement over June, when total industrial employment was slightly below a year earlier. The construction industry accounted for most of the increase in employment. In manufacturing, increased production and new hirings were reported, particularly in the seasonal industries. The primary steel industry showed no improvement, but production of fabricated iron and steel and sheet metal increased.

**Guelph, Timmins-Kirkland Lake** (major industrial) were reclassified from Group 2 to Group 3.

**Peterborough** (major industrial) was reclassified from Group 1 to Group 2.

**Brampton, North Bay, St. Thomas, Simcoe and Woodstock-Ingersoll** (minor) were reclassified from Group 2 to Group 3.

## PRAIRIE



EMPLOYMENT continued to rise in the Prairie region during the month. The number of persons with jobs at July 19 was estimated at 1,084,000, an increase of some 39,000 from the month earlier and some 31,000 more than a year ago. Increased farm activity was almost entirely responsible for the gain in employment during the month. Unemployment declined moderately and in July was relatively lower than in other regions; it was, however, much higher than last year.

Non-farm employment, rising only slightly in July, was 6.4 per cent higher than last year. This contrasts markedly with year-to-year declines in other regions. Construction of all types showed

further gains, with residential construction particularly active; in July the number of housing starts was 45 per cent higher than July 1957. Little change took place in manufacturing employment. While employment increased in plants connected with the construction industry, weaknesses continued to characterize the iron and steel and transportation industries.

Employment in trade, finance and service industries was the main support to total industrial employment in the first half of the year. Employment in these groups was, on the average, from 2 to 6 per cent higher than in the



corresponding period of 1957. Construction registered a vigorous recovery; at the beginning of the year employment in this industry was more than 8 per cent lower than a year before but was 5.5 per cent higher in June. On the other hand, manufacturing and transportation employment were respectively 3 and 5 per cent lower during the first six months of this year than last year.

Seven of the 20 labour market areas were reclassified during the month, six from the moderate surplus to the balanced category and one from the substantial to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 18 (18); in shortage, 0 (2).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Total industrial employment was slightly lower in June than a year ago, but rose during the month owing to seasonal increases in construction and manufacturing.

**Edmonton** (metropolitan). Reclassified from Group 2 to Group 3. Total industrial employment at the beginning of June was slightly higher than last year. Unemployment was also considerably greater, owing to a continued influx of workers from other parts of the country. Construction was the most active industry in July; the number of housing units started during the first half of the year was almost three times as high as in the same period last year.

**Winnipeg** (metropolitan). Reclassified from Group 2 to Group 3. Total industrial employment was about 1 per cent lower in June than in the same month a year ago. In July, employment rose as construction activity increased. Manufacturing employment registered seasonal gains, but remained at a lower level than last year.

**Fort William-Port Arthur** (major industrial). Remained in Group 2. At the beginning of June total industrial employment was a little more than 1 per cent lower than last year. In July, construction activity increased moderately; forestry employment, however, remained almost 20 per cent lower than a year earlier.

**Prince Albert, Yorkton** (major agricultural). Reclassified from Group 2 to Group 3.

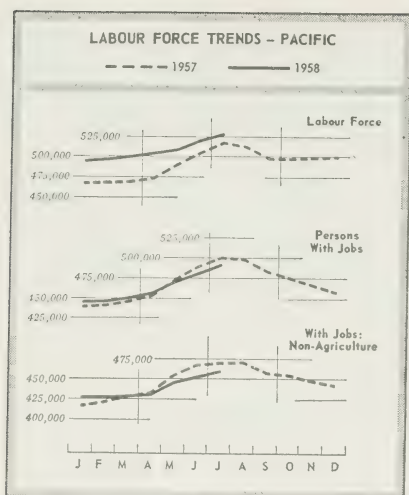
**Dauphin, Portage La Prairie** (minor). Reclassified from Group 2 to Group 3.

**Dawson Creek** (minor). Reclassified from Group 1 to Group 2.

### PACIFIC

EMPLOYMENT, though hampered by strikes and forest fires, rose by 10,000 during July. This increase, slightly less than the July average of previous years, brought the employment total to 493,000, some 7,000 less than a year earlier. Unemployment, though slightly lower than in June, was still much higher than a year earlier.

Drought and the accompanying fire hazard caused the complete shutdown of logging operations in July, with the resulting layoff of most of the 10,000 loggers in the region. Some 3,000 of these were engaged in fighting fires in



various areas. Demand for lumber continued to strengthen during July and producers in most areas had a sufficient (though by no means a large) supply of sawlogs on hand to support an increasing production rate. Shipments of lumber in the first five months were 7 per cent higher this year than last. There were notable gains in the amounts shipped to the United Kingdom and the United States. Pulp and paper mills, however, were all operating under capacity levels and one plant (at Woodfibre, B.C.) was still shut down owing to poor market conditions. Plywood production was also lower than last year.

There were no significant changes in the mining industry. Employment

in June was down 17 per cent from last year, and surpluses of skilled and unskilled workers were reported in all mining areas. Production and employment were stable at Kitimat and Trail, the two main smelting centres. Shipbuilding and the manufacture of iron and steel products were well below last year's level.

The unsettled labour dispute involving plumbers and pipefitters accounted for most of the 33 per cent year-to-year decline in construction employment. The number of new houses started in July was much higher than last year, offsetting a drop in other types of construction.

Four of the 10 labour market areas were reclassified to the balanced category during the month, but the two largest areas, Vancouver-New Westminster and Victoria, were still in the moderate surplus category. The classification at August 1 was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 5 (2); in balance, 4 (8).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 1 to Group 2. The dispute affecting some plumbers and pipefitters was still unsettled at the beginning of its fourth month, and was holding up work on projects valued at about \$50 million. In saw and planing mills, employment was close to last year's level, but in all other industries it was considerably lower. Registrations at NES offices declined by 19 per cent during July, but were more than 50 per cent higher than a year ago.

**Victoria** (major industrial). Remained in Group 2. In June, employment in the area was down 5 per cent from a year earlier and there appeared to be little over-all change in July. Employment in hotels, restaurants and other service establishments was given a boost by the restoration of steamship service through federal and provincial government action.

**Minor Areas**—Reclassified from Group 2 to Group 3: *Cranbrook, Okanagan Valley, Trail-Nelson and Prince Rupert*.—Reclassified from Group 1 to Group 2: *Prince George*.—Remained in Group 1: *Central Vancouver Island*. Labour continued in surplus owing to the closing of logging camps.

# NOTES OF CURRENT INTEREST

## **Federal Vacation Act Comes into Force Oct. 1**

The federal Annual Vacations Act enacted by Parliament last January has been proclaimed to come into force on October 1 this year.

The Act, which affects some 500,000 employees in industries under federal jurisdiction, provides for a one-week vacation with pay after one year of service and two weeks after two years of service.

For the information of employers and unions affected, the Minister of Labour has sent them a copy of the Act and an explanatory memorandum of the principal provisions of the legislation.

### **Regulations Being Prepared**

Regulations to govern procedures under the Act are in course of preparation and, when approved, will be published in the *Canada Gazette*, the Minister's letter announced.

The memorandum listed the industries coming under federal jurisdiction as: those whose operations are interprovincial or international in nature; those that relate to inland and maritime shipping, and certain industries that have been declared to be "for the general advantage of Canada".

Particular industries are, for example: railways; ship, ferry, bus, trucking, telegraph, and telephone service; longshoring; air transport and aerodromes; radio and television broadcasting stations; banks; flour and feed mills; grain elevators; certain mines; and certain federal crown companies.

Employers in these industries are required by the Act to grant vacations with pay of the lengths stated to employees who have completed a year of service within, or partly within, the two-year period preceding October 1, 1958. The Act is thus retroactive in the case of employees whose qualifying year of service began before that date, and who are still in service with the same employer. The Act, of course, also covers employees whose service begins at any time after October 1, 1958.

An exception to the above application of the Act is that when employees are subject to a collective agreement entered into before October 1, 1958 which provides for

vacations with pay conditions that do not meet the standards provided in the Act, such conditions will continue to apply for the duration of the term of the agreement only. However, if an agreement entered into before October 1, 1958 makes no provision for vacations with pay the Act applies immediately it comes into force.

For the purpose of the Act, completed years of service are measured from the date on which an employee starts or started his employment, and from each anniversary day of such date. The initial and anniversary dates also determine the period within which the vacation must be given, i.e., not later than 10 months after the completion of a year of employment.

The rate at which pay for the vacation is computed is 4 per cent of gross wages, salary, or remuneration, including the vacation pay itself, received during the qualifying year for employees entitled to two weeks vacation; and 2 per cent for those entitled to one week of vacation.

An employee who would normally be entitled to two weeks vacation whose employment is terminated before he has completed a given qualifying year is to receive pay at the 4-per-cent rate for the portion of the year completed.

An employee with less than one year but more than 30 days of service whose employment is terminated for any reason is entitled to pay at the 2-per-cent rate for his period of service. Employment that is terminated within 30 days does not carry entitlement to vacation pay.

## **Study Manpower Effects Of Electronic Installation**

A case study of the manpower effects of the installation of an electronic data processing machine in a large insurance company will be undertaken shortly by the Economics and Research Branch of the Department of Labour.

Since similar installations will likely be made in other large offices, the value of this particular study will be in getting advance information on the impact of electronic computers on office occupations.

The proposed study was made known at the recent meeting of the Committee on Technological Change (L.G., July p.710).



## **Appoint Administrator of Strike-bound CPR Ships**

Robert Knowlton Smith, QC, LL.D., former Chairman of the National Harbours Board, was appointed July 25 as administrator of the British Columbia Coastal Steamship Service of the Canadian Pacific Railway Company. The appointment was made under the provisions of the British Columbia Coast Steamship Service Act.

Mr. Smith was charged with the restoration and maintenance of the CPR steamship services which had been suspended since the middle of May by a strike by the Seafarers' International Union. He will remain in charge until the differences between the Company and the Union are settled.

The Act, passed July 24, requires the return to work of all employees on strike and the withdrawal of all strike notices and directions for strike action authorized by unions representing employees on the coastal ships.

The Act requires the Company and the unions to resume negotiations with a view to settlement of their differences. In the event that further negotiations are unsuccessful in bringing about agreement, the Governor-in-Council has been granted authority by the Act to establish procedures for effecting a settlement.

Under the Act the terms of each existing collective agreement will continue to apply to Company and workers until settlement is reached, but are provisionally amended by the Act to increase immediately by 8 per cent each rate of wages established by the agreement.

## **Social Consequences of Automation Analysed**

"In one sense the co-called problem of automation is merely the problem of an increased rate of technological change," says J. R. Gass, industrial research specialist of London, writing in a new *International Social Science Bulletin, Social Consequences of Automation\**.

But, he continues, in addition to the ordinary effects that are common to all forms of displacement of labour by capital equipment, "the pattern of human organization that matches the technical features of automatic production may raise issues peculiar to automatic processes".

These issues are "a second and more or less independent set of social effects, such as those on skills, satisfactions and organiza-

tional forms that are peculiar to a particular form of production technology," the writer says.

Contributors to the bulletin include: Pierre Naville, of the National Scientific Research Centre of Paris, who analyses the effects of automation on the kind of work required of workers, foremen and technicians of all kinds; Paul Einzig, London economist, who deals with the influence of automation on industrial relations; J. D. Diebold, of John Diebold and Associates, of New York, who studies the problems that automation imposes on management; K. Klimenko, of the Academy of Sciences of the USSR, and M. Rakovski, Deputy of the Automation Tools and Equipment Industry of the USSR, who discuss problems involved in automation in a socialist economy; and A. D. Booth, of the University of London, who analyses the principle of the operation of translating machines and discusses their possibilities.

### **International Aspect**

In a second part, David A. Morse, Director-General of the ILO, reviews the international aspect of the problems of automation; while J. R. Gass analyses certain social effects of automation. The bulletin also reproduces a report on the work of a study group of the Carnegie Foundation that examined the basic principles of automation.

## **U.K. Body Suggests Ways To Deal with Automation**

The progress of automation in the United Kingdom and some of the problems arising from it were discussed at a recent meeting of the National Joint Advisory Council, a body through which the U.K. Minister of Labour and National Service consults representatives of employers and employees.

After a review of the action being taken to deal with the problems arising from automation, the meeting declared that automation was not likely to cause serious unemployment if it was not introduced too rapidly, if firms kept redundancies to a minimum, and if a state of full employment was maintained; that the transition to automation would be eased if the trade unions were consulted in advance of each step; that changes in operative skills will also be made more smoothly if they are carefully planned, if provision is made for training on the job, and if the workers are kept informed of developments; and that the most important brake on progress will be the shortage of technicians and managers.

\**International Social Science Bulletin*, Vol. X, No. 1, 1958, a UNESCO publication.

## **Productivity Index Could Assist in Negotiations**

Although admitting that an index of productivity could not be used as the sole criterion in determining wage changes through collective bargaining, such an index, together with the existing consumer price index, could be used as a valuable guide in negotiations.

This is the leading suggestion made by James C. Cameron, Professor of Industrial Relations, and F. J. L. Young, Lecturer in Industrial Relations, Queen's University, in a recently published bulletin, *Productivity and Wages\**.

"The lack of a reliable index of productivity seems to be a dangerous deficiency in the economic armoury of a modern industrial nation," say the authors. But, they admit, productivity is "an elusive concept" that defies accurate measurement.

### **Difficulties Involved**

A large part of the booklet is occupied with a discussion of the difficulties involved in defining and measuring productivity. It is pointed out, however, that in some respects the task of calculating productivity is considerably less complicated when it relates to the productivity of the whole industry of a country than when industries are dealt with individually.

"With the resources at their command, the statisticians of the Dominion Bureau of Statistics should be able to construct and maintain the desired index in a far more accurate and up-to-date manner than any private group of researchers. Such calculations have been made in the United States. In Britain there is a realization of the need for the same type of measurements," the bulletin says.

While arguing for the usefulness of an index of productivity, the authors reject the idea of attempting to establish a rigid relationship between wages and productivity. They also reject the theory that consumer demand and employment should be stimulated, during a recession, through higher wages; this theory, they say, is based on a misinterpretation of Keynesian theory.

Regarding their suggestion that an index of productivity, if available and if used with intelligence and sincerity, could be of value in the negotiation of wage changes, the writers say:

"Undoubtedly there will be those who scoff at the writers' approach. It is incumbent on these individuals to provide an

alternative solution...Those who object to the writers' approach on the ground that it curtails their freedom of action need to examine the validity of their position. More than that, this latter group, in both *management and labour*, should give further consideration to the ultimate effect of continued inflation.

"Powerful groups may now be able to maintain or improve their real income despite the eroding influence of higher money wages not offset by commensurate improvements in productivity. The eventual result of these advances in real income 'subsidized through inflation' by the less well organized sections of the community could well be demands for the regulation of the powerful. This could spell the death knell of wage settlements now reached through collective bargaining. It could result in a system of compulsory arbitration similar to that practised in Australia. If that occurred, both parties at the bargaining table would lose much of the freedom of action that they now cherish."

The authors think it questionable whether that situation will arise, pointing out that the current interest in productivity is in itself a good sign, revealing a "growing, albeit non too clear, awareness that a problem exists...Forward thinking men on both sides of the bargaining table recognize the need for a new approach to the relationship of wages to productivity."

## **Pay Boosts in New York Average 11 Cents in 1957**

An average of 11 cents an hour provided by 1,341 collective agreements, affecting 955,000 workers, reached in New York State in 1957 compares with an average increase of 10.4 cents in 1956, the state's Department of Labor reports. In each of the two years the 3 per cent of the agreements that gave no increase were included in reckoning the averages (medians) given above.

### **Long-Term Agreements**

Two thirds of the agreements signed or reopened in the two years were for periods of more than one year, compared with 60 per cent in 1955. About 42 per cent of the longer-term agreements reached in 1957 provided for both immediate and deferred increases. In 1956 the corresponding percentage was 37. About two thirds of the contracts reached in 1957 contained changes in fringe benefits.

For the sake of comparison the Department showed that during 1956 the United States consumer price index rose from 114.6 to 117.7, while in 1957 it rose from 118.2 to 121.1.

\*Bulletin No. 16 of the Department of Industrial Relations, Queen's University, Kingston, Ontario.

## **Canadian UAW Produces Plan for Full Employment**

A huge program of public works and the calling of a conference, in which industry, labour, agriculture, consumers and government would be represented, to "draft a practical worksheet for full employment and full production" is urged in a "program for full employment" prepared by a council of Canadian members of the United Automobile Workers.

A greatly expanded international program of economic aid and trade is also advocated.

The program has been published in a booklet entitled "The Aim—Prosperity For All".

"Sufficient buying power, in the hands of those who will spend it, is and always has been the key to Canadian prosperity," the union believes.

The first item on the list of public works advocated by the UAW is the stepping-up of "the tempo of housing construction by many thousands of additional new homes each year until every family is adequately housed."

Secondly, federal aid is urged to help the provinces and the local authorities to launch a program of school construction, to increase teachers' salaries, to develop health services for children of school age, to provide hot meals for school children, and to provide funds to enable qualified students who would otherwise be unable to do so to go to university.

Thirdly, it is proposed that the hospital insurance plan be expedited, and "followed by enactment of the complete national health insurance program that has been so long promised and so long delayed. The program should provide complete hospital, medical, dental, optical and other health care for every man, woman and child in Canada regardless of income."

We also need to build thousands of new hospitals and health centres, the union says.

The booklet also urges a program of highway construction, construction of parking facilities, and expansion of dock works in the ports on the Great Lakes.

Other measures advocated include further legislation against discrimination in hiring labour based on the grounds of race or colour, "the establishment of a federal farm program that will provide full equity to working farmers," increased unemployment insurance benefits and increased pensions for the old and disabled, lower income taxes and higher taxes on corporations and wealthy families, and "a planned immigration policy...co-ordinated with a planned program for full employment".

## **Marked Rise in Wages in Manufacturing since 1945**

Since 1945, the percentage rise in hourly and weekly wages in manufacturing in Canada has been particularly marked, and notably so in the production of non-durable goods, the Dominion Bureau of Statistics reports in a *Review of Man-Hours and Hourly Earnings, 1946-1957*.

Above-average expansion in recent years in employment in the relatively highly-paid components of the division, such as oil refining, pulp and paper and printing and publishing, with a levelling in several of the relatively low-pay industries and successive wage increases were important factors in narrowing the percentage differences between earnings in plants producing durable and non-durable manufactured goods.

Large increases in employment in the 13 years were also reported by several industries within the durable goods group, notably by the non-ferrous metal products and electrical apparatus industries; but the earnings in them were closer to the divisional average, so that the higher employment has had less effect on the gain in the group as a whole.

Within the non-durable goods division, hourly earnings in major groups have risen since 1945 by proportions varying from 98 per cent in clothing to 194 per cent in tobacco processing.

In the durable goods division, the range has been from 109 per cent in transportation equipment to 148 per cent in non-ferrous metal products. Because of reduced hours, the percentage gains in average weekly wages has been somewhat less.

Average hours of work have fallen since 1945 in all main industries except construction, which in that year had been adversely affected by wartime shortages of labour and materials. In addition, this industry has enjoyed a particularly marked expansion in recent years, accompanied by much overtime work on many important projects.

Hourly earnings of factory workers in the larger metropolitan areas have shown gains ranging from 104 per cent in Windsor and 106 per cent in both Quebec and Winnipeg, to 142 per cent in London and 157 per cent in Hamilton.

Reductions in the average work week between 1945 and 1957 have varied from 1.7 hours in Toronto and Edmonton to 3.9 hours in Montreal and 5.9 hours in Quebec.

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In June 1958 the Government Employees Compensation Branch, Department of Labour, received 1,485 accident claims, 120 more than in June last year.



## **Favours Unionization of White-Collar Workers**

Although white-collar workers have so far remained largely outside the union movement, it is desirable that this rapidly growing class should organize in order to participate, along with the manual workers, in the evolution of our society.

This proposition is advanced in the recently published report of a study on "the growth and structure of the white-collar class" prepared by Jacques Henripin, demographer and professor in the Faculty of Social Science at the University of Montreal. Mr. Henripin undertook the study in co-operation with a team of research workers from the Canadian and Catholic Confederation of Labour.

Among the causes that have kept white-collar workers from joining unions the study mentions two:

1. The isolation of certain categories of white-collar workers in small groups—often the case with employees in offices—makes it hard for them to achieve unity and a sense of power.

2. White-collar workers are often closer to the employers than manual workers, physically and psychologically, which gives them the hope that eventually they will take their place in the ranks of management; or the belief—right or wrong—that they are already part of it, which makes them less independent than other workers in their attitude towards employers.

The study defines white-collar workers as "salaried employees who work neither on the material transformation of products nor on their transport". These include the liberal occupations—i.e., nurses, teachers, professors, librarians, writers, editors and journalists—office workers, insurance agents, brokers, employees in business and communications services. Administrators, managers and highly-skilled technicians are excluded.

The increasingly large number of women among the white-collar workers is another obstacle to getting these workers to join unions, the report points out. Women make up about 47 per cent of the white-collar workers in Canada, the report says. (In 1891 there was not one woman among five white-collar workers, but by 1951 there was one in two.)

Many of the women are young and unmarried, and they are not interested in unionism because they do not expect to remain for long in the labour force, their expectations being set rather on marriage.

The study suggests that it is imperative for the union movement to impress on

these future wives the importance of unions to the life and home they are setting out to establish.

The growth of white-collar workers has been phenomenal, the report says, and it agrees with the Gordon Commission that this growth will continue. In 1891, there were 131,300 white-collar workers in Canada; in 1951 there were 1,177,800. During the 60-year period Canada's active population increased 3.2 times, while the white-collar workers increased nine times.

During the same period the factors by which some of the other main groups of workers increased were as follows: agriculture, 1.1; factory workers, 4.1; construction workers, 3.7; transport workers, 8; personal services, 3.5; manual workers, 2.8.

In 1891 white-collar workers comprised 8 per cent of Canada's active population, and in 1951 they amounted to 21 per cent.

The report attributes this growth to three factors: "the increase in the productivity of machines, development of business and the need for co-ordination."

The study shows that the more highly developed and industrialized an area is, the larger the proportion of white-collar workers. For example, in Montreal 30 per cent, and in Toronto 35 per cent of the salaried workers are white-collar workers, compared with 27 per cent for the whole of Canada.

## **CLC, Office Employees Sign New Agreement**

The Canadian Labour Congress and the union representing its office employees have signed a new collective agreement, effective until November 30, 1959, that provides for wage increases and for a 100-per-cent employer contribution to hospital and medical insurance plans.

Minimum rates were increased \$20 to \$30 monthly for all job classifications; maximum rates, \$15.

The agreement covers employees in the CLC's head office at Ottawa and regional offices in Montreal, Toronto, Vancouver, Regina and Moncton. The 35 employees are represented by Local 225, Office Employees' International Union.

### **Labour Income Rises**

Wages, salaries and supplementary forms of labour income received by Canadians in April were estimated at \$1,261,000,000, an increase of \$28 million (2.3 per cent) over the previous month and \$43 million (3.5 per cent) over April 1957.

For the January-April period the total was \$14,957,000,000; a year earlier it was \$14,825,000,000.

## **Agreement Establishes Employee Training Plan**

An off-the-job training plan, designed to assure qualified employees job openings as they occur, is included in a new contract between the Fisher Flouring Mills Company, Seattle, Wash., and the American Federation of Grain Millers.

Under the program the company first identifies the jobs requiring off-the-job training and establishes a line of succession for such jobs in each department; makes an inventory of employee skills and experience; and determines where additional training is needed.

Training opportunities are then posted, and selections for training are made on the basis of seniority. Management develops and provides courses that employees take on their own time, up to a maximum of three sessions or six hours a week. A joint educational committee settles any differences arising in the program's administration.

## **B.C. Announces New Plan For Vocational Training**

Vocational courses, open to all residents of British Columbia and designed to prepare young men and women for employment in skilled trades and occupations, are being offered by the Technical Branch of the provincial Department of Education and the Apprenticeship and Tradesmen's Qualification Branch of the B.C. Department of Labour.

Training is given for various types of employment in the following trades and occupations: building trades, mechanical trades, electrical and electronic occupations, distributive and business occupations, service occupations, and occupations based on those industries that develop the country's natural resources.

The Departments of Education and Labour, aiming to do all that is possible to equalize the opportunities for all the citizens of the province, intend to see that the most worthy students, regardless of the community in which they live, are provided with an opportunity to take part in any one of the programs offered in the established centres.

Training is offered to the following groups:

Students who have or will have completed their high school education and wish to take short intensive courses in the skilled trades;

Students who have left the regular public and high school educational system prior to graduation and wish to get specialized vocational training;

Those who desire further training for upgrading in their own particular occupations;

Those who due to disability or desire for change from their present occupations wish to rehabilitate themselves in some new line of work;

New Canadians who need to familiarize themselves with local job customs, conditions, methods and requirements before seeking employment.

It is not the intent of the Departments offering these courses to attract students away from regular high school programs.

Under certain circumstances financial assistance can be provided under the federal-provincial agreements for applicants for pre-employment training when the need for such assistance can be proved.

## **France Studying Placing Of Young Workers**

Two studies on problems related to young workers in France are being conducted by the Young People's Employment and Working Conditions Study and Research Centre, set up under the French Department of Labour and Social Welfare in 1955.

The projects, a study of work places, and an inquiry into the placing of young people and checking on the results obtained, are being conducted side by side. Investigations are made on the spot by teams consisting of a physician, vocational guidance counsellor, female social worker and a labour inspector or supervisor.

### **Study of Work Places**

The placing of an adult is a relatively simple operation, since, provided the labour market situation is favourable, it requires only the bringing of a worker with the necessary qualifications into contact with a particular job. Placing a young man under 18 years of age, however, calls for special precautions, particularly if it is his first job.

It should be made sure that the trade which the young person intends to take up is suited to his physical and intellectual capacity, and that it offers chances of success, not only in the immediate but in the more remote future. Thus the studies undertaken by the Centre deal with jobs or positions held or likely to be held more especially by young people.

Summaries of the studies are given out in employment and vocational guidance centres, schools and families.

### **Inquiry into Placing of Young People**

Young people looking for employment in France come under the labour services. In some centres their employment is assured by specialized sections for juvenile labour.

The placing of young applicants for employment, 14 to 18 years of age, depends on the advice of the vocational guidance counsellors and the labour physicians. At a joint meeting, agents vocational guidance counsellors, physician and social worker try to find the job, among those available, which seems to be best suited to the real capacity and the wishes of the young person concerned.

The Centre thought it advisable to ascertain the scientific value of the methods used by the specialized sections by keeping an eye on the placements made and by determining whether the participation of labour physicians and vocational guidance counsellors really does favour the stability of the young person in his job and his adaption to the position which he has been advised to accept.

For this task, the Centre has at its disposal some 50,000 complete files (medical, psychotechnical, social) on young people who came to look for employment during the last five years.

All the information in these files is coded and collected on index cards. A study of these cards makes it possible to gain a better idea of the characteristics of juvenile labour looking for work. It is completed by investigations of a sample of 500 young people placed by the services, by interviews with the young people concerned, their families and their employers.

The Research Centre is also inquiring into and making known the effects of distance between home and job on the state of health of young people.

### **Enough Building Workers To Meet All Demands**

A surplus of construction workers existed in most areas of Canada at the beginning of last month despite the summer activity in the industry, it was stated in the monthly employment summaries by regional offices of the National Employment Service of the Unemployment Insurance Commission.

The surplus on the West Coast was partly the result of the plumbers' strike, which was delaying work on a number of projects.

Skilled sewing machine operators, experienced stenographers and nurses, on the other hand, were in short supply in many centres.

Glove manufacturers at Winnipeg, tent makers and upholsterers at Calgary, and foundation garment firms at Montreal and Quebec were seeking skilled sewing machine operators.

Approximately 260 vacancies for general duty hospital nurses were recorded in

Alberta. In Fort William a shortage of nurses necessitated the closing of a hospital wing. Hospitals in the Quebec region were seeking nurses in the United Kingdom.

Well-qualified stenographers, particularly for legal and insurance concerns, were in demand in the Prairie, Pacific, Quebec and Atlantic regions.

Aircraft plant workers were being recalled in Montreal and Winnipeg but still awaiting recall by an Edmonton aircraft repair plant.

### **First Quarter Imports Decline 13 Per Cent**

Imports into Canada in the first quarter this year declined 13 per cent from the first-quarter total in 1957. The 1958 figure, however, was higher than the value of first-quarter imports for every other year except 1956.

Imports in this year's first quarter were valued at \$1,189,000,000; in last year's first quarter, a record \$1,359,000,000. March imports, at \$426,800,000, were 9 per cent less than in the same month of 1957.

The decline in value was more than accounted for a reduction of almost 15 per cent in the physical volume of imports, partly offset by import prices that averaged about 3 per cent higher than in the first three months of 1957.

### **Lakeshore Union Leader, Matthew Drummond Dies**

Matthew Drummond, one of the founders of the former Lakeshore Labour Council (CCL), died July 27. He was also founder and former president of the New Toronto local of the United Rubber Workers.

The Lakeshore Council later merged with the Toronto Labour Council.

Mr. Drummond was also a member of the New Toronto municipal council for 11 years.

Union representatives of some 100,000 workers at 72 plants of the General Electric Company in the United States have announced that they will demand guaranteed annual wages.

John M. Callahan, Chairman of the G. E. Conference Board of the International Union of Electrical, Radio and Machine Workers, said the demands would be made when the current five-year contract expires October 1.

The union is seeking a guaranteed wage equal to 80 per cent of take-home pay, or 65 per cent of gross pay, whichever is the greater, plus \$2 weekly for each dependent of a laid-off worker.



## **Plan Drive to Organize Workers Along Seaway**

A meeting that a Canadian Labour Congress officer said was "preliminary and exploratory" into the question of overlapping jurisdiction on the St. Lawrence Seaway and another of the participants described as the launching of an all-out organizing drive among Seaway workers was held in Montreal July 9.

The meeting was attended by Canadian and United States officials of the International Brotherhood of Teamsters and the International Longshoremen's Association, and by Executive Vice President William Dodge of the CLC. Also present were observers from the National Maritime Union (AFL-CIO), which has no Canadian members but which has entered a mutual aid pact with the Teamsters and the ILA.

The Montreal meeting came a week after a meeting in Washington at which the ILA, NMU and the Teamsters agreed to the establishment of a permanent "Conference on Transportation Unity" with James R. Hoffa, Teamster President, as temporary chairman.

Other unions with an interest in the organization of Seaway workers were not represented at the Montreal meeting. Although invited, neither Frank Hall, Vice President of the Brotherhood of Railway and Steamship Clerks, nor Hal Banks, Canadian Director of the Seafarers' International Union, attended the meeting.

### **SIU Co-operation Pledged**

It is understood, however, that Mr. Banks had pledged the co-operation of his union, whose members man the greater number of Canadian-owned vessels plying the Great Lakes, in the mutual assistance alliance formed by Teamster President James Hoffa.

The Teamsters were represented by Thomas Flynn, a vice president of the union and chairman of its Eastern Division, and the ILA by Capt. William V. Bradley, President.

Both the Teamsters and the ILA have been expelled from the AFL-CIO but remain affiliates in good standing of the Canadian Labour Congress.

The ILA-Teamsters organizing drive along the Seaway is aimed at an estimated 200,000 unorganized Canadian workers and, later, workers in U.S. Great Lakes ports.

After the Montreal meeting, both the Teamsters and the ILA declared they had no intention of invading the jurisdiction of other unions.

"The CLC will have the final say in any problems of jurisdiction," said Capt. Bradley. "This will be a Canadian opera-

tion," he explained. "The drive will be conducted by Canadian citizens. They will organize Canadian citizens and the union they will belong to will be a Canadian union."

CLC Executive Vice President William Dodge described the meeting as "preliminary and exploratory". He said that firm decisions would be made later at a meeting to be called officially by the Congress, which would probably be open to all unions with memberships whose interests were connected with the Seaway.

These unions, he said, would include the SIU, the Canadian Brotherhood of Railway Employees, the Brotherhood of Railway and Steamship Clerks, the ILA and the Teamsters.

This CLC meeting will probably be convened within 60 days of the close of the Montreal meeting.

### **Washington Meeting**

The alliance established at the Washington meeting was joined a few days later by the SIU. The conference's only action up to press time had been to issue invitations to some 50 unions in the transportation field to attend the next meeting.

Two rejections came almost immediately. Guy L. Brown of the Brotherhood of Locomotive Engineers expressed the belief that the proposed alliance of transportation unions "might become so powerful that it could result in the destruction of the nation". Clarence N. Sayen, President of the Air Line Pilots Association, said he saw no benefits from the plan.

On July 15 AFL-CIO President George Meany prohibited alliances between affiliates of the Federation and the Teamsters. "Any alliance to build up the strength and prestige of unions that have been put outside the Federation for violation of its ethical practices requirements is out," he said.

It will be recalled that 13 affiliates of the Maritime Trades Department, AFL-CIO, earlier this year created a policy committee to co-ordinate an organizing drive among Seaway workers (L.G., May, p. 479).

## **Musicians Guild Tops AFM In Representation Vote**

The Musicians Guild of America, a splinter from the American Federation of Musicians, has won a representation election among film musicians in Hollywood. The vote was 580 for the Guild, 484 for the AFM.

The Federation had represented musicians in the motion picture industry for 30 years. The Guild was organized only last March.

Herman D. Kenin, President since June of the AFM, issued a warning that AFM members who join the Guild would be expelled.

Cecil F. Read, temporary chairman of the Guild, said his organization would seek a union shop contract with the film industry "but would not enforce the union shop for musicians who work in movies occasionally".

## **Items of Labour Interest in House of Commons**

**Thursday, June 19**—*Report of proposed layoffs* of government employees at Citadel Hill, Halifax, will be investigated if particulars of the matter are made available, Hon. Ellen L. Fairclough, Acting Minister of Labour, informs questioner.

**Friday, June 20**—*Base prices* based on the average prices for the previous 10 years established by the Agricultural Stabilization Board in accordance with requirements of the Agricultural Stabilization Act, Agriculture Minister D. M. Harkness advises House.

*Bill to amend Hospital Insurance and Diagnostic Services Act* to authorize federal payments from July 1, 1958 to participating provinces with a plan in operation was read the third time and passed.

*Minister of Mines and Technical Surveys* "not too hopeful" that Government can prevent the shutdown planned by the Dominion Steel and Coal Company due to lack of markets for coal that will make 8,000 or 9,000 miners idle.

**Monday, June 23**—*Negotiations* between Black Ball Ferries, plying between Vancouver and Vancouver Island, come under the jurisdiction of the provincial government, and are being attended to by the provincial labour minister, Hon. Ellen L. Fairclough, Acting Labour Minister, tells questioner.

*Government is awaiting report* of commissioner on the West Coast inquiring into the strike involving the SIU and Canadian Pacific Railway Company ships. The report is expected shortly, Hon. Ellen L. Fairclough, Acting Labour Minister, tells questioner.

*The Government* is not aware that any vessel of the Canadian National Steamships fleet has been sold, Transport Minister informs questioner, nor can the Government give one of these ships to the West Indies in lieu of a new one that is being built at a cost of \$2.5 million, because it would not be suitable for the purpose required. (The Government earlier promised the West Indies Federation a passenger-cargo vessel as a gift).

*Employment will continue* for some months for the extra personnel put to work

at the Halifax Citadel during the winter months in an effort to relieve unemployment in the area, Minister of Northern Affairs and National Resources says in reply to an earlier question.

**Tuesday, June 24**—*Seasonal unemployment insurance* benefits will not be extended further than already is the case, the Prime Minister informs questioner.

*Number of persons registered* for employment at local offices of the Unemployment Insurance Commission on May 29, the date closest to June 1 for which data are available, were: In the province of Quebec, 197,191; in the Montreal area, 68,200; in the Quebec area, 13,002; in Ontario, 185,524; in the Toronto area, 52,846; in the Hamilton area, 15,630, Acting Labour Minister Fairclough tells questioner.

**Thursday, June 26**—*Letter from William Mahoney*, National Director of the United Steelworkers of America (CLC), has been received, Prime Minister tells questioner. It asks for a meeting with the Government to discuss steel prices and policies in Canada. The Prime Minister added that no decision has been reached as yet as to what action shall be followed in this regard, "although I am expecting that an opportunity will be given to Mr. Mahoney to make the representations he apparently has in mind. I feel that the representatives of the steel corporations should have the same opportunity at the same time."

**Friday, June 27**—*Financial assistance* will be given by the federal Government, in co-operation with the Government of Nova Scotia, to keep the coal miners in that province employed on a continuing basis this year. Earlier, layoffs had been announced that would have affected 9,000 coal miners. The announcement was made in the House by the Prime Minister.

**Monday, June 30**—*Hospital insurance* agreements have been signed with four provinces, British Columbia, Alberta, Saskatchewan and Manitoba, under the Hospital Insurance and Diagnostic Services Act, Health Minister informs House. The effective date of the four, as was the case with

Newfoundland, is July 1. Signing of the agreements makes it possible for the federal Government to contribute financially to the provincial plans.

*Government commissioner* still hopes he can effect a settlement in the dispute between the Canadian Pacific Steamships and its employees on the West Coast, Acting Labour Minister Fairclough replies to question.

**Wednesday, July 12**—*The Minister of Labour* advised the House that the Government Commissioner of Inquiry, Eric Taylor, had recommended that the shipping dispute on the West Coast involving the CPR, the SIU, the Canadian Merchant Seamen's Guild and the National Association of Marine Engineers be referred to arbitration by an arbitrator appointed by the Minister of Labour for Canada for the purpose of resolving the matters in issue and the making of a decision thereon by August 15, 1958.

*Fishermen* became eligible to receive benefits under the Unemployment Insurance Regulations December 1, 1957, Labour Minister informs questioner, and there have been no changes in that situation since that time.

**Thursday, July 3**—*The Government* had already extended the period for giving seasonal unemployment benefits twice during the year and did not intend to make "any further extensions," Labour Minister tells questioner.

*Invitations sent out* to persons concerned to attend conference on seasonal unemployment, to be held in Ottawa July 14 and 15, Labour Minister informs questioner.

**Friday, July 4**—*Questioned about reports that James Hoffa* of the Teamsters union plans to organize a trade union monopoly of the workers of the St. Lawrence Seaway, the Minister of Transport replied that he had seen the press reports but had no comment to make.

*Representations have been made* for the establishment of an employment office at Waterloo, Que., by the Chief Commissioner of the Unemployment Insurance Commission, and by the Member for Shefford, Minister of Labour announces.

**Wednesday, July 9**—*Amendment to the Returned Soldiers Insurance Act* that would increase the amount of insurance that may be paid to the beneficiary as an annuity in certain cases and to remove restrictions in payment of insurance in the case of pensioners was given second reading.

*Measure to amend the Veterans Insurance Act* so as to increase the amount of insurance that may be paid to a beneficiary

as an annuity in certain cases, to remove restrictions in payment of insurance in the case of pensioners, and to extend the time limit for applications for insurance was given second reading. The Bill calls for extension of the time limit until September 30, 1962, for Korea veterans whose eligibility is due to expire October 31 of this year. It also proposes to extend to the same date eligibility of Second World War veterans who have continued to serve in the regular forces.

**Thursday, July 10**—*The Minister of Labour* had "no comment at all" to make on the new organization of dockers and truckers in Canada formed by the Teamsters and Longshoremen (See page 844).

*Government efforts to effect a settlement* of the West Coast steamship strike by the SIU against the CPR are continuing, the Minister of Labour informed a questioner.

*No provisions in the Unemployment Insurance Act* completely bar a person from accepting supplementary income, the Labour Minister informs questioner. A certain supplementary income is allowed, and benefits are graded accordingly. For example, a person drawing benefits under the Act of \$30 weekly is allowed to earn an additional \$13. A person drawing \$21 is permitted to earn up to \$8.

**Tuesday, July 15**—*Mine provincial Labour Ministers* are attending the conference on seasonal unemployment being held in Ottawa, Labour Minister advises questioner. One Minister could not be present due to illness.

**Wednesday, July 16**—*Number receiving seasonal benefits* on June 28, when seasonal unemployment insurance benefits expired, Minister of Labour informs questioner, was 131,878, distributed as follows: Atlantic region, 24,383; Quebec region, 44,426; Ontario region, 36,970; Prairie region, 12,437; Pacific region, 13,662.

**Thursday, July 17**—*Definite action to end* the stoppage of service of CPR steamships on the West Coast being seriously considered by the Government, Minister of Labour tells questioner.

**Friday, July 18**—*On-the-spot investigation* by the Government of the strike of deck officers and engineers of Black Ball Ferries is being made, Minister of Labour tells questioner.

**Wednesday, July 23**—*Bill to provide for resumption* of the British Columbia coast steamship service operated by the Canadian Pacific Railway Company, including provisions for the appointment of an administrator to carry on all or any part of the said service, given first reading.



# National Winter Employment Conference

Delegates agree that while Government alone cannot solve problem of seasonal employment it should lead the way by providing incentives to create work in winter. Government will implement "feasible" ideas

The federal Government alone cannot solve the perennial problem of seasonal unemployment, delegates to the National Winter Employment Conference, held in Ottawa July 14 and 15, decided. But they almost unanimously declared that the Government should lead the way in providing incentives to create winter work, particularly in the form of cash or its equivalent.

At the close of the conference, Hon. Michael Starr, Minister of Labour, assured the delegates that the ideas put forward would be "very carefully scrutinized by the Government with a view to implementing those that would appear to be most feasible at this time".

The delegates, representatives of industry, business, labour and all levels of government, were welcomed to the conference by Prime Minister Diefenbaker and Labour Minister Michael Starr, who said he hoped that from the deliberations of the delegates would emerge "a result that will have the effect of easing, or at least coming to grips effectively," with the seasonal unemployment problem.

Some of the incentives proposed by the delegates were:

- Further government help through low-cost loans or speedier depreciation for winter construction of houses, factories and office buildings;

- Government studies of ways of offering incentives to business and industry to maintain employment in normally slack periods;

- Federal help for much-needed and costly municipal redevelopment and works programs. This might take the form of loans at lower rates and for longer terms;

- Alteration of unemployment insurance so that it will be an incentive to reduction of seasonal swings;

- Encouragement of secondary industries. This would call for positive Government aid—tariff or otherwise—to manufacturing industries where employment is relatively stable. Some delegates felt that this indirect method offers the most benefit for the Canadian economy, since it would encourage processing of raw materials in Canada.

The delegates also thought that considerably more money should be spent in future on winter work campaigns, both by industry and Government; more aid should be accorded to municipalities for redevelopment

and works projects that they cannot now afford; that governments should give greater consideration to awarding construction contracts earlier in the year to encourage quicker starts and therefore an earlier end to the winter lull; and that consideration should be given to increasing worker mobility.

## Hon. Michael Starr

Hon. Michael Starr, Minister of Labour, who was Chairman of the conference, in his opening address said that recurring seasonal unemployment was one of the most serious and difficult problems of the day.

He said he was made aware of the problem long before he became Minister of Labour; it was brought home to him forcibly through his municipal experience in an industrial town.

The problem of putting men and women to work and keeping them at work is one that interests him greatly as Minister of Labour, Mr. Starr said.

"It is my hope in calling this conference—and I know that the Prime Minister has evinced a keen interest in the outcome—that from your deliberations will come suggestions for practical and positive measures to deal with recurring seasonal unemployment which has been a problem in Canada for many years," he said.

A number of measures, both on a domestic and an international scale, have already been adopted by the Government to maintain buoyancy in the Canadian economy, the Minister continued. "I think there is little doubt, comparing Canada's economic situation now with that which prevails in some other countries, that these measures have been, within the limits of their application, reasonably effective.

"Nevertheless, it is evident that seasonal dislocation will continue to be a problem," he said.

While he did not intend to "direct" the delegates' deliberations, he assumed they would take into consideration factors highlighted in the Report of the Royal Commission on Canada's Economic Prospects and other recent studies, as well as the direction in which our economic development is tending, and the question of whether it contains imbedded within it "factors that might aggravate or worsen the seasonal drag".

## The Prime Minister

Rt. Hon. John G. Diefenbaker, Prime Minister, thanking the delegates for having gathered from every part of the country, said the winter unemployment problem is one that deserved their serious consideration "as it is one that affects all Canadians".

Seasonal unemployment is a serious problem and has been intensifying year by year in recent years. Indeed, generally speaking, the proportion of unemployed each winter is increasing. This is a problem for all of us as distinct from the general problem of unemployment, in respect of which I think I can tell you with optimism that there has been a measure of improvement in the situation. But we must not overlook the fact that in this coming winter, unless action is taken, the situation can become most serious. That is why I welcome this gathering, which I hope will recommend action to be taken well in advance of winter to the end that the problem can be met as far as it is practical...

## Prof. V. W. Bladen

Prof. V. W. Bladen, Chairman of the Department of Political Economy, University of Toronto, was guest speaker at the Conference.

He told the delegates that all he could do was suggest the framework within which an answer to the seasonal unemployment problem should be sought.

"What I have to say is quite simple and by no means original; yet it is important and frequently neglected. Essentially I plead for a recognition of the character of a free enterprise system and the propriety of seeking solutions to seasonal unemployment within the context of that system."

Prof. Bladen noted that in the report prepared by the Department of Labour for the conference it was stated that one of the guiding principles from the outset of the National Winter Work Campaign has been that the problem is basically a business problem. Following from this it has been recognized that business incentives and the profit motive have a proper and necessary place in the program.

"I would be happier if this extract gave 'business incentives' not just a proper place, but the place of honour as the principal means, the only really effective means," he said.

"I would be happier, too, if I found evidence of more than lip service to this idea. In the program of action too much still seems to depend on exhortation."

One useful part of the program of exhortation is that part which draws the attention of business to possibilities of cost reduction that had escaped notice, he went on. If by research such as that carried out by the National Research Council on win-

ter building and by dissemination of the results of such research the cost of winter construction can be reduced, "one can rely on the profit motive to lead to an increase in winter work".

If irrational habits have prevented business from doing work in the winter when it could have been done in that period at less cost, publicity may shake such businessmen out of the rut and into more profitable operation. But I am inclined to be skeptical about the magnitude of these missed opportunities for profit making. Most of the publicity seems to me to be directed at the goodwill and community spirit of the businessmen.

The problem of influencing the buying policy of government departments is different from that of business firms, Prof. Bladen went on. "Intelligent and conscientious administrators in government and universities are anxious to make the limited budget for repairs and maintenance produce a maximum of result. "They will hesitate to risk untried methods which may turn out more costly; this would mean less in the way of amenities for their department.

"Prove that it would cost less to do the work in the winter and they will change. But if it really will cost the same, and means extra inconvenience, then offer an incentive."

As an example of an incentive he suggested that the Cabinet issue an instruction that 10 per cent of the cost of the work done in the winter months be charged against a special fund, and only 90 per cent against the departmental appropriation. "If 10 per cent is not enough, increase the incentive," he advised.

But pointing out that it must be made profitable to change before drastic changes in the timing of works programs will be made is only the first step, Prof. Bladen continued. The cost, and the propriety of incurring such cost, must also be considered.

In a country as wealthy as this the most serious aspect of winter unemployment is not the loss of the goods and services that might have been produced (though we are not so wealthy that this does not matter); the most serious aspect is the effect on the personal distribution of the goods and services that are produced.

To mitigate the personal distress and the consequent social unrest we spend millions of dollars on unemployment benefits and on relief; to remedy the situation it would be worth incurring a considerable cost, he said, adding that only our selected representatives can determine how much.

In estimating the cost of any such measures to the Government one would have to consider the reduction in payments to the unemployed as an offset to any additional outlay incurred under the program. It is more

important, however, to consider the over-all social cost of such measures, and then there appears a reasonable chance that the cost will be negative.

If unemployed resources could be utilized the aggregate net national product would be higher. From this greater product the group who might be employed as a result of the program (who would be unemployed otherwise) would take in wages rather more than twice as much as they would have taken in unemployment benefits and relief from the smaller national product.

One can reasonably assume that the addition to the national product would be of the order of twice the wage bill; so that one would expect that the newly employed would be better off, and that there would remain no less, but rather somewhat more, for the rest of the community.

Even if the increase in the national product resulting from an increase in winter employment were only half as much as the wages paid to those kept employed—a gross underestimate, he said—"there would still be no social cost, and there would be a real gain for the re-employed, a real gain in social justice and in social solidarity," Prof. Bladen pointed out.

In his opinion, the problem was to increase total employment and not just spread it more evenly over the year. He did not believe that the inflationary threat was reduced by reducing the seasonal pressure of scarcities in the summer.

Most employment in Canada is provided by firms operating under the free enterprise system, which works reasonably well as long as competition forces prices down and as long as costs to the businessman are closely related to costs to society. If private and social costs are nearly equal, we should leave things as they are; but if private and social costs diverge, we should seek ways to impose on business, and therefore on consumers, the full social cost, he suggested.

"To allow pollution of the atmosphere in order to avoid the expense of proper combustion is to fail to make the producers so operating meet the whole cost: others bear this cost in the form of discomfort, ill-health, increased cost of cleaning," he said in explanation.

It is the function of government in a free enterprise economy to establish such rules and regulations as will make private and social costs more nearly coincide. This is more difficult, perhaps, when private cost is higher than social cost.

An employer's cost of hiring is the same whether he attracts a worker from another job or from the pool of unemployed; but the social cost differs. In the first case the social cost is the loss of product in the worker's other job; in the second, it is nil.

"How can we change the rules and conditions to change this?" Prof. Bladen asked.

Lower wages in winter would be objected to by those whose work continues in winter. Some form of subsidy to those who increase their winter work would create formidable problems of administration, he pointed out.

Perhaps we are failing to impose the cost of seasonality on those who produce and consume the products of the seasonal industries," he commented.

From incentives he turned to "disincentives". He did not take too seriously the suggestion that unemployment insurance benefits make workers less anxious to find winter work, although he admitted the possibility that rates of benefit sufficient to maintain only a minimum standard of decency in a metropolitan area might in some rural communities be generous enough to become a disincentive to work.

Prof. Bladen closed with the reminder that the problem of winter employment is more serious when general employment conditions are bad. "By all means let us try to reduce the seasonal element but let us remember that the really serious problem is the maintenance of full employment," he said.

### William Dodge

Chief spokesman for organized labour at the conference was William Dodge, Executive Vice President of the Canadian Labour Congress.

The Canadian Labour Congress was not in a position to initiate works programs, he pointed out, but could submit suggestions, he said. The CLC was participating in the winter construction committee, and representatives of federations and labour councils and affiliated unions have participated to a great extent in the publicity campaigns that have been conducted by the Department of Labour.

Because of the uncertainty about how much unemployment there is, or what it costs, Mr. Dodge suggested that these facts should be determined. He thought the number of seasonal unemployed was between 100,000 and 200,000 each winter, and that a "reasonable working figure" would be 140,000.

"What," he asked, "does seasonal unemployment of these proportions cost? Assuming that 140,000 persons are idle about 500 hours each, and that their work might be valued at \$1 an hour, the answer is something in the order of \$70 million." The problem is a big one, and costly, he declared.



The CLC thinks, he said, that a detailed study of Canada's seasonal unemployment and the seasonally unemployed should be made, possibly in conjunction with the DBS Labour Force Survey or through the Unemployment Insurance Commission.

To conduct such surveys would cost a good deal of money; but any reasonable government, Mr. Dodge was certain, "should be prepared to spend the amounts involved. If anything like \$70 million is there to be saved per year, no statistical investigation can be reckoned as expensive."

Another aid could be supplied by making certain depreciation allowances a little more onerous in the summer and less so in the winter.

He believed there was no good reason why railway maintenance work should not be notably less seasonable than it is at the present time.

Pointing out that the Congress was not advocating a Royal Commission to make the suggested survey, he said that what is needed is a "first class technical investigation, not briefs by the uninformed to the uninformed".

The Congress was not suggesting, either, that concrete measures should be deferred till the survey is finished, he went on. "We need to know a great deal more about this problem before we can solve it completely. But the Government almost certainly has in its possession now enough information to be able to frame plans that would solve it in part..."

Individuals and firms, provincial and local governments, need some financial inducement to do more work in off-season periods. Even if they are notably public-spirited, and would like to heed the Government's exhortations to "Do It Now" in the winter, they may not have the money then, or may not be able to afford the extra cost that would be involved.

### **Mrs. Rex Eaton**

Mrs. Rex Eaton, speaking for the National Council of Women of Canada, praised the Unemployment Insurance Commission and the Department of Labour as a whole for the fine work done in research into employment and unemployment.

We have in our membership those who suffer from seasonal unemployment, she went on. "On the other hand, because of the great variety of our membership, we have women who are able to gear their planning and their work in connection with renovation or construction to a period. If we can bring forcefully to their attention that what they do at that time is of benefit to people who are distressed, then we will be doing something worthwhile.

She believed that the conference would be of great benefit because "there was hope that our traditional thinking in respect to work and employment might be broken in Canada to the point where we would be willing to accept new ideas and planning."

Mrs. Eaton drew attention to the importance of a friendly word and encouragement from Government agencies to the individual seeking a job. "You do not know how much good it would do just to have a person feel that a Government agency which is usually so impersonal is desperately concerned about his individual unemployment," she said.

"I think a great deal of good could be done through the (Unemployment Insurance) Commission to ameliorate the emotional shocks that people go through. When you are emotionally shocked you do not have good judgment or a good process of thought. You just have to get them beyond that point."

She said the National Council of Women, under the direction of the Department of Labour, "could work out a technique and perhaps some financial assistance so that we could through literature and radio and so on reach the homes that you cannot reach through the medium of meetings and committees".

### **Group Meetings**

During the conference, delegates were divided into four groups—government, promotion and publicity, trade and commerce, and industry—that met separately to discuss the seasonal unemployment problem. Group chairmen then reported to a plenary session.

The government group recommended:

- Greater availability of money for financing housing construction with lowest possible interest rates and low down payments;

- Assistance in slum clearance to create employment during winter months;

- Expansion of the federal assistance program in the construction of roads to underdeveloped areas in winter months, and in the construction of camp sites and picnic grounds;

- Establishment of municipal and provincial committees to develop measures for creating winter employment;

- Incentive by way of greater federal assistance to provinces for public works during winter months;

- Continuing and intensified winter employment campaigns and adequate staff for National Employment Offices, to assist them in the conduct of such campaigns;

—Better timing and planning on part of all levels of government of public construction projects;

—Better timing of purchase of supplies by public utilities, railroads and other large users of materials, with a view to creating winter employment;

—Overtime in high employment periods should be discouraged with a view to levelling out employment the year round; the practice of holding two jobs—commonly known as “moonlighting”—should also be discouraged;

—Sharing by the federal Government with provinces and municipalities the cost of renovation of municipal public buildings, streets, etc.;

—Expansion, wherever possible, of trade training to provide training so as to improve the skills of unemployed persons, thereby enhancing their prospects of obtaining employment;

—Encouragement for the development of secondary industries, so that more basic materials will be processed in Canada;

The group endorsed the suggestion that, as well as conducting campaigns to encourage action towards alleviation of winter unemployment, serious study be given to providing incentives to business generally to retain and/or hire employees in the winter season.

The group suggested that federal and provincial governments stipulate in government contracts that Canadian materials and services be used, when and if available.

The Hon. Charles Daley, Ontario's Minister of Labour, served as chairman and spokesman for the government group.

The promotion and publicity group praised the Department of Labour for its advertising efforts to promote employment in the past, but noted that: “manpower and funds are inadequate to do the job of persuading the consumer, the dealer, the manufacturer in the winter... There are a lot of people to reach, and to reach them requires an adequate program, sufficient manpower and funds.

We came to these definite conclusions. Our first, that in this particular area of advertising, publicity and promotion, necessarily the responsibility for leadership must fall on the Government. Independent organizations, industry and outside forces can be of enormous help, but the responsibility for leadership, we believe, must necessarily fall on the Government.

We are going to recommend three main things: an intensified advertising campaign; an intensified personal selling campaign with some new twists in it for group selling; an intensified promotional and publicity campaign...

One delegate to the conference compared the expenses for advertising in connection with recruiting for the armed forces with the amount of money spent to promote employment for Canadians. He noted that the Army spends an average of \$12 per man for advertising and the Navy \$17, while the amount spent to promote employment is 36 cents per person.

M. M. Schneckenburger, President, Canadian Advertising Advisory Board, was chairman and spokesman of the group.

The trade and commerce group recommended that studies be undertaken of the relationship between the purchasing of consumers and of the retail trade and the existence of seasonal unemployment in the consumer goods manufacturing industries. It considered that on such a study the following might be represented: manufacturers of consumer goods, retailers, consumers and labour.

The group felt that various business organizations within the trade and commerce category should be encouraged to incur capital outlays during the winter and that they might do this if they were given some financial incentive. They felt the Minister of Finance should determine what exactly should be done along that line, but thought accelerated depreciation or depreciation amounting, for example, to 125 per cent or more of the cost in order to recognize obsolescence might be one form of incentive.

It also thought that consideration should be given to winter vacations in Canada, and to assist this that, in addition to those previously mentioned, resort operators should be included in the recommendations made in respect of assistance or incentives to improve the quality of their establishments. Better use should be made of existing transportation and hotel facilities and national and provincial parks where facilities are suitable for use in winter as well as in summer.

Another suggestion was that the volume of expenditures on home improvements could be increased by having local contractors and building supply dealers inform the public of the advantages of having such work done in the winter. There would also be an advantage to the contractor himself in having an increased volume of work for his trained supervision and trades. This would help to spread the overhead, which in turn would lower the cost to the consumer if the work was done in the winter or off season as opposed to the normal busy season.

It was also felt that some thought should be given to making the unemployment insurance program play a part, in some incentive form, to help reduce seasonal unemployment.

Leonard Hynes, Vice President, Canadian Industries Limited, was chairman and spokesman for the group.

Broadly speaking, the industry group felt that there must be some type or types of incentive provided by the federal Government in such a way "as it deemed best" to spur industry, construction groups, municipalities, agricultural groups and others into taking concrete action in their own spheres of activity.

Some of the things that would result from such action would be new buildings, new building projects, the ordering of new equipment, the beginning of municipal works programs and other programs that are long overdue, it predicted.

The group pointed out that the type of incentive to be offered obviously would depend on the industry or community to be served, but urged the Government to institute as soon as possible a review of the types of incentives that might be applied.

So, in principle, we stress that there must be some incentive, something that would hit the pocket of the industrialist, of the home-maker, of the municipality; that is the prime thing that could result in developing action.

W. Allan Campbell, Vice President, Canadian Westinghouse Company Limited, acted as chairman and spokesman for the group.

### Groups Represented

Groups represented at the conference included:

Building supply dealers, Canadian Advisory Board, Canadian and Catholic Confederation of Labour, Canadian Association of Advertising Agencies, Canadian Association of Consumers, Canadian Association of Radio and TV Broadcasters, Association of Canadian Advertisers, Canadian Chamber of Commerce, Canadian Construction Association;

Canadian Council—Operation Home Improvement, Canadian Daily Newspaper Publishers Association, Canadian Federation of Agriculture, Canadian Federation of Mayors and Municipalities, Canadian Labour Congress, Canadian Legion, Canadian Manufacturers' Association, Canadian Metal Mining Association, Canadian Retail Federation, Canadian Universities, Canadian Weekly Newspapers Association, Canadian Welfare Council;

International Labour Organization, The National Council of Women of Canada, National House Builders Association, The Railway Association of Canada, The Retail Merchants Association of Canada Incorporated, Western Retail Lumbermen's Association.

The federal Government was represented by participants from the Departments of Defence Production, Finance, Labour Northern Affairs, Public Works, and Trade and Commerce, and from the following: Unemployment Insurance Commission, Canadian Broadcasting Corporation, Central Mortgage and Housing Corporation, Defence Construction Limited, National Research Council, and Privy Council Office.

All provinces were represented at the conference by their Ministers of Labour, except one that was represented by the Deputy Minister of Labour because the Minister was ill.

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## 50th Anniversary Meeting of Canadian Nurses' Association

Shortage of nursing personnel at all levels found everywhere in the world, WHO Nursing Chief tells delegates. Shortage acute in Canada and not likely to diminish for some time. Nurses' problems discussed

Everywhere in the world there is a shortage of nursing personnel at all levels, said Miss Lyle Creelman, Chief of the Nursing Section of the World Health Organization, in an address at the 50th Anniversary Meeting of the Canadian Nurses' Association in Ottawa in June.

In Canada, the shortage of nurses is acute and not likely to diminish for some time.

Increasing population, higher standards of health, and new hospital insurance plans are contributing to the demand.

Enumerating the problems facing nursing administrators, Miss Creelman said:

—Nurses are not distributed in the field in accordance with health needs and it is difficult to recruit nurses for rural areas.



—Salaries are inadequate and do not attract men and women to the profession.

—Many nurses must accept administrative positions without sufficient preparation.

—There are conflicts between service needs and educational objectives for students.

—Relationships between hospital and public health nursing services need to be strengthened.

—Nurses are still performing domestic and housekeeping tasks.

—Nurses themselves sometimes defeat attempts at relieving them of non-nursing tasks because they like to do what they have always done.

The nursing profession is being called to give assistance to under-developed countries that are rapidly requiring nursing services of all kinds, she went on. To give the greatest assistance, nursing personnel will have to learn to adapt long-standing methods and systems of nursing to the conditions in the various countries, rather than trying to compel these countries to adopt existing standards, Miss Creelman emphasized.

Hon. Waldo J. Monteith, Minister of National Health and Welfare, then listed the problems facing the nursing profession in Canada:

—how to make the most effective use of nursing skills, having regard for the increasingly heavy demands for these services;

—how to integrate more successfully various members of the nursing team;

—how best to reconcile the conflicting claims of nursing service and nursing education;

—how to establish closer co-operation between nursing and other professions;

—how to increase public awareness of various nursing problems which cannot be fully mastered without public support.

The Minister recognized the concern expressed in nursing circles that nurses might be faced with excessive demands as a result of the introduction of the national hospital insurance program. "I am convinced that this will not be the case", he said. "As evidence, I would point out that before the Dominion Government enters into an agreement with any province, the latter is required to have formulated methods for the control of hospital utilization. Considerable responsibility in this regard will rest, of course, with hospital officials and doctors. Through their active co-operation, I believe that suitable arrangements will be worked out whereby the quality of hospital care may not only be maintained but even raised above its present standards."

## Nursing Education

Several speakers dealt with the concern being felt about the quality and content of nursing education. Miss Agnes Ohlson, President of the International Council of Nurses, suggesting how the Canadian Nurses' Association might help promote high nursing standards throughout the world, presented a series of questions on which the nursing profession must "take definitive action":

Are we (the nursing profession) preparing the practitioner for the more complex and extended functions of the professional nurse of today, as well as the nurse of tomorrow?

Is the pattern of basic nursing education one that interests the best qualified graduate from our secondary schools?

Do we have an adequate number of qualified persons to administer and teach in our schools and to administer our nursing service?

Do we merit the status of being designated as a distinctive health science that is related to but separate from medicine?

Are we preparing nurses for research in our own field and to work with persons from other health disciplines in research relating to total health care?

The Canadian Nurses' Association has been active in the field of nursing education, reported President Miss Trenna Hunter in her address to the meeting. A number of studies have been made by the Association, including the Head Nurse Study, completed in 1956, the Cost Study of Nursing Education in Saskatchewan, the Study of Nursing Functions at Notre Dame, and the Study of Nursing in New Brunswick by Dr. K. Russell. Various methods of educating nurses have also been practised in different schools (e.g., the Metropolitan School of Nursing at Windsor, the Atkinson School in Toronto and the centralized teaching program in Saskatchewan) in an attempt to learn what constitutes a good plan of education for nurses. At present, Miss Hunter stated, the Association is engaged in a pilot study to evaluate schools of nursing in Canada.

Miss Daisy Bridges, General Secretary of the International Council of Nurses, dealing with the international responsibilities and privileges of the nursing profession, reminded the meeting that as members of the oldest international association for professional women, nurses had for half a century built up a fine spirit of international co-operation. "In a world of chaos," she said, "it is our contribution, as nurses, to no less a cause than the cause of world peace."

# International Association of Personnel in Employment Security Holds 45th Convention

Director of Canada's National Employment Service tells Philadelphia meeting that payments from unemployment insurance fund have played no small part in maintaining purchasing power during recession periods

Benefit payments from the Unemployment Insurance Fund injected into the Canadian economy during times of recession since the Fund's inception in 1940 have played no small part in maintaining purchasing power when most needed, and this without the usual drain upon government revenues, said William Thomson, Director of the National Employment Service, in an address given before the 45th annual meeting of the International Association of Personnel in Employment Security, held at Philadelphia, Pa., in June.

No less important as a stabilizing influence on Canada's economy, although harder to assess since it was not measurable in money, was the part played by the National Employment Service, Mr. Thomson pointed out.

The keynote address at the convention was given by John N. Irwin II, United States Deputy Assistant Secretary of Defense, who told the delegates that "We must pursue sound and consistent policies which will demonstrate to the less developed areas of the free world that our way of life, our free enterprise system, can meet the challenge of their problems and their aspira-

tions." The speaker described the defence and the economic aspects of the Mutual Security Program as being of equal importance.

Other speakers at the convention included: U.S. Assistant Secretary of Labor Newell Brown; Alun M. Morgan, Labour Counsellor, British Embassy, Washington; Herman W. Bremer, Federal Republic of Germany; Frank E. Johnson and E. L. Nelson, Bureau of Employment Security, U.S. Department of Labor; and Hugo P. Rodriguez, job analyst for the Co-operative Employment Service of Peru.

## William Thomson

The Director of Canada's National Employment Service, the subject of whose address was "Employment Security—Stabilizer of Canada's Economy," said that since unemployment insurance began in Canada benefit payments have totalled \$1,848,000,000. During the 1954-55 recession the sum paid out in benefits was \$258,000,000, and in that of 1957-58 payments from the Fund had reached a total of \$385,000,000 at the end of March 1958.

The Fund, which in December 1956 stood at a high point of \$926,000,000, at the end of March this year had fallen to \$744,000,000. "It will be readily seen from this," the speaker said, "that the good years did indeed provide for the lean years."

Another easily recognized stabilizing influence exercised upon the economy by the Canadian Unemployment Insurance Act was the payment of seasonal benefits during the winter months, some \$58,000,000 having been paid out in that way during the 1957-58 season, Mr. Thomson pointed out.

Turning to the National Employment Service, the speaker suggested that the purpose of the NES was the more effective utilization of manpower. The means used to bring this about was the organization of an employment market through the bringing together of job-seekers and employers through local employment offices.

The main business of the Employment Service, he said, was the selection, referral and placement of workers in the jobs to which, by virtue of their training and abilities, they were best suited.



William Thomson

The Employment Service, he said, "gets the best—not only for the individual but also for industry and the country—by getting people into the jobs which they can do best," Mr. Thomson said. The result was likely to be increased productivity.

"Annual placements by the NES run close to 1,000,000, of which 92 per cent are non-agricultural. More significant perhaps is the fact that in cities and towns where we have offices almost 70 per cent of employers use our service for all or part of their hiring needs. Measurable or not, it seems to me that all the evidence points towards employment service operation as a real stabilizing influence on the economy," the speaker said. "Combined with its companion operation of unemployment insurance, who can deny that employment security and all that the term implies has a tremendous influence on the economic well-being of a nation."

### Alun M. Morgan

Referring to the development of the Employment Service in Great Britain from its beginnings in 1909 through the years after the First World War, when the task was that of dealing with heavy unemployment, U.K. Labour Counsellor Alun M. Morgan said that in the period following the second war the great business of the service had been the adjustment of the labour market to the demands of full employment. "Here, paradoxically, its contribution to stability has been its contribution to change," the speaker said.

In an industrial economy such as Great Britain's there must be continual change in the field of production, and thus of employment, or else there will be stagnation and decay, he said. "This means that labour must be mobile, and in the widest sense, i.e., that workers must be ready to transfer from one plant to another in their normal occupation even if it means moving to another area."

The speaker outlined the measures that had been taken to soften the impact of falling demand for labour in certain industries and districts by placing those thrown out of work in other employment, if necessary by helping them to move to other parts of the country, and by encouraging employers to give reasonable notice of impending layoffs.

In the matter of retraining workers who became redundant, the Government had encouraged employers to undertake this work and had itself provided training centres where maintenance allowances are paid during training.

The Government also dealt with the problem of depressed areas, the speaker said, by encouraging the development of new industries in such areas, and by using its powers to prevent the setting up of new factories in other areas already congested.

### Frank E. Johnson

Agreements for exchange of labour between the United States and Canada, Mexico, and the British West Indies were discussed by the Assistant Director of Farm Placement of the U.S. Department of Labor.

"Major construction projects on both borders are manned by joint action—undertakings like the St. Lawrence Waterway, the Falcon Dam, and many road, bridge and communications-building projects. But the international mobility of labour in North America operates at its peak in agriculture. And here is where we make full use of international employment security resources," the speaker said.

"Canadian-United States co-operation in employment security is more diverse than any other that I know of on the North American continent," he stated in dealing with arrangements in force between Canada and the United States. Co-operation between the two countries had started with the Jay Treaty of 1794, which allowed Indians of many tribes to cross the Canadian-United States border freely without passports or entry permits. Many of them, he said, continue to cross from Canada to the United States every year to help harvest crops from Washington to Maine.

"Another unusual feature of the joint United States-Canada program is that it is a two-way street. While we depend on workers from Canada to fill many agricultural and woods jobs, Canada depends on United States workers from the eastern seaboard "tobacco states" to help cure its tobacco crop. Last year 4,056 United States tobacco workers were employed in Canada," Mr. Johnson pointed out.

He also referred to the movement of Canadian workers across the border to help in harvesting the potato crop in the New England states, and sometimes to Minnesota and North Dakota. "For many years there has been a movement of Canadian woodworkers to the United States, chiefly into the forests of Maine, New Hampshire, and Vermont," he said. The number of workers involved had approximated 6,700 two or three years ago. This spring it reached about 3,500.





HON. MICHAEL STARR

## LABOUR

### **Hon. Michael Starr** **Minister of Labour**

(Prepared for Labour Day publications of local Labour Councils)

As we celebrate once again the great national holiday set aside to honour the working people of Canada, I think it is appropriate to consider the plight of those who will find themselves without work this coming winter through the traditional cold weather slowdown of many sections of business and industry.

Again this winter a national campaign to increase winter employment will be carried out by the Government at all levels—federal, provincial and municipal—in support of locally-organized campaigns all across the country. In the past Organized Labour has played active roles in these local campaigns and I hope that this support will be maintained and increased wherever possible.

Where these campaigns have been waged most vigorously, real results have accrued in terms of increased employment, particularly among the building trades and allied occupations. But business and industry and government are still only learning from their early experiments and I look forward to a real increase in their activities, and therefore results, as more and more learn the value of special efforts and arrangements during the cold weather.

As a partner with management you can help to increase the interest of industry at large in such things as the planning of maintenance of plant and equipment during the winter months—and as individual householders you can be of real assistance if you plan your home renovations, repairs, additions and general maintenance work as far as possible for the cold season. Your purchases of new home furnishings and the replacement of outdated fixtures during winter months will help to keep at work fellow workers who are employed in a variety of industries.

With your help I believe we can cut back the unemployment figures in this and in coming winters—without your support Government action will be wasted. Remember, no matter what our occupation or what industry we work for, we are all affected by winter unemployment.

On behalf of your Government, I extend my very best wishes to you on this Labour Day, 1958.



CLAUDE JODOIN



GERARD PICARD



A. H. BALCH

## DAY MESSAGES

### Claude Jodoin President, Canadian Labour Congress

It has become traditional for union members to hold rallies in various centres on Labour Day. Naturally it is impossible to hold one single gathering that would bring together all our 1,150,000 members, scattered as they are throughout Canada; but this year there is need for such a rally, in spirit at least.

Recent years, and particularly the two years since the merger which brought about the formation of the Canadian Labour Congress as a united organization, have brought a new realization of the strength and possibilities of a movement such as ours, composed of men and women in any number of occupations, banded together in a common interest and in the interest of their fellow-citizens. It is probably not surprising that with this realization has come criticism and attacks from individuals and groups whose interests seem to be in conflict with those of the Canadian people as a whole.

As we celebrate Labour Day in 1958 our movement is being made the target for attacks on a scale seldom seen before. Members of unions throughout Canada must rally and realize that those who would weaken organizations of Canadian workers and make them ineffective are attacking not only those organizations but all that Labour stands for, and has stood for throughout the years since Labour Day was first celebrated.

Great progress has been made over those years. Wages and working conditions, the primary concern of the pioneers of our movement, have been improved tremendously and the strides that organized labour has been able to make in this regard have brought a better standard of living for all Canadians. The unions which make up the Canadian Labour Congress are, quite properly, continuing their efforts in this direction. There are still many inequalities which must be eliminated. To accept even the highest standards now enjoyed as the ultimate would be a disservice to our country. We live in a land of great opportunity and it is essential to Canadian development that we should constantly move forward and that the benefits of such development should be shared by all the people.

At the same time, those who would weaken the labour movement would curb our efforts to win for Canadians the type of legislation that can contribute to a better life. Organized labour has always been in the forefront of every struggle for greater educational opportunities and for better social legislation. Those who now attack unions are symbolic of the reactionary forces that have fought every progressive measure that has ever been considered by Parliament.

Those attacks take many forms. Some are so ridiculous that they defeat themselves. The record of the labour movement in



Canada, and the individuals who hold office in it, speaks for itself. Some of the attacks are more insidious. They are based on the propaganda technique of embracing a generally acceptable principle and attempting, under its cloak, to introduce something entirely different.

This is true of those who are seeking to impose so-called "right-to-work" laws on the Canadian people. "Right-to-work" is a completely dishonest title for such laws: they have nothing whatsoever to do with the right of an employee to a job. If they had, such laws would indeed be welcomed by those who have suffered in recent months from unemployment and those who are still without work. These laws, which some people are attempting to smuggle in through the back doors of legislative buildings, are designed, rather, to deny the majority of any group of workers the right to conduct their own affairs. They are intended to undercut the whole principle of majority decision which is basic to every level of government.

Employers who ally themselves with attempts now being made to introduce "right-to-work" laws in Canada are, in effect, declaring war on organized labour. We are confident that such efforts will not be successful.

We are very deeply concerned with the real right to work. Hundreds of thousands of Canadian men and women were deprived of this right in the months just past. Canada's unemployment record last winter was a national disgrace, and throughout the summer the number of people without jobs has continued at an alarmingly high level. Under these circumstances it is not surprising that we face another winter with deep concern.

We are well aware that this is a complex problem, that many factors affect employment; but the fact remains that ours is a young country which should offer great opportunity. At a stage in the development of civilization when scientific achievements which were considered fantastic only a short time ago have become realities, there is obviously need for greater attention to the ordinary human need for work that will provide bread and shelter. The battle against unemployment, on every possible front, is obviously one to which our movement must devote every effort.

We, in the Canadian Labour Congress, will continue to drive for the social objectives I have already outlined. We will continue our efforts to develop better-informed

and more active Canadian citizens. It was with this in mind that delegates to our national convention in Winnipeg last April gave enthusiastic support to an extended program in the field of national affairs.

Since that time progress has been made. Many conferences have been held between people representing various groups with a view to providing a means of expression for the Canadian people. That is the aim of the Canadian Labour Congress in its increasing interest in public affairs.

But our concern is not confined to affairs in Canada alone. We realize that solutions to our domestic problems depend to a large extent on the ever-changing world situation. Canadians cannot afford the doubtful luxury of isolation in the era of artificial moons and intercontinental ballistic missiles. At a time when two thirds of the world's people are under-nourished and living in misery, when a frightful gap exists between the have and have-not nations of the world, Canadians must realize that an increase in the standard of living of people in other parts of the world would react favourably on our own living and working conditions, and would contribute to world peace and democracy.

Organized labour demands, therefore, a substantial increase in Canada's contribution to technical assistance and capital development programs for underdeveloped countries. We will also increase our own contribution to the world-wide organization of free labour, the International Confederation of Free Trade Unions, which is carrying on an educational and organizational campaign in less-developed countries to build and strengthen free trade union organizations. We consider this phase of our work as Labour's technical assistance program and as our own contribution to the urgent task of battling poverty, ignorance and disease on a world-wide scale.

We fully realize that the success of our efforts depends on a relaxation of international tension, and on world peace. Unfortunately, the brutal murder of the heroic leaders of the Hungarian revolt has again revealed the callous attitude of the Soviet rulers and their total disregard for basic human values. While strongly supporting our own defensive shield, Canadian Labour will continue to welcome all efforts for the peaceful settlement of international disputes, and specifically for a ban on testing and production of thermonuclear weapons, under proper international control.



This Labour Day is, therefore, one of great challenge. It will be celebrated in various forms in different places and it will, quite properly, be a day of pleasure and relaxation; but let us take time, also, to pause and reflect as we enter a new

season of activity; and let us determine that in the months ahead we will not only protect what has been won at such cost by so many pioneers of our movement, but also go on to better things for all Canadians and for people throughout the world.

## **Gérard Picard**

General President, Canadian and Catholic Confederation of Labour

*(Translation)*

Every year since 1894, the first Monday in September has been a holiday in Canada, intended for the workers and known as Labour Day. The Canadian Parliament made this decision, as you may well imagine, in deference to repeated requests on the part of the labour organizations of the day. The idea was to pay tribute to all workers, but it is the trade unionists who bring this holiday to the fore and give it its real meaning.

Public opinion is becoming more and more sensitive to the claims and concerns of the workers. It is sympathetic when the labour organizations speak of unemployment and of the possibility of remedying it by means of a policy resolutely directed towards full employment; it has noted the benefits of social security and supports health insurance, the measure so vigorously

called for nowadays by all labour organizations, which will be added to the other provisions already in effect; it accepts the collective bargaining system; it is awake to the solutions in the general interest suggested for such important problems as education and housing; it understands the need for greater participation in the prosperity arising from our natural resources. In short, the common good is becoming more and more the principal criterion of popular opinion, which is a most auspicious trend.

On the occasion of this 1958 Labour Day, I offer my best wishes to all men and women workers and to their families, and I hope that the CCCL and the other labour organizations will continue to seek and to suggest the most suitable solutions for the problems of the hour.

## **A. H. Balch**

Chairman, National Legislative Committee,  
International Railroad Brotherhoods

I am pleased to have the opportunity to extend warm fraternal greetings to all labour groups, members, and their families, from the National Legislative Committee, International Railroad Brotherhoods.

Labour has a great deal to commemorate on this day, and tribute should be paid to those in the past who, through their efforts, overcame obstacles that seemed unsurmountable but which resulted in the changed atmosphere now existing between Management and Labour. It has been, and is, the aim of Labour to promote legislation to safeguard the social and economic status of the worker. Advancement has been slow, but results have justified the patience of Labour. Through their efforts improvements in the various Acts have resulted.

It is regrettable that periodically workers have to face the problems and worries brought upon them by the spectre of unem-

ployment. Labour cannot accept without protest the inexcusable situation where, in the past year, over half a million were unemployed. Regardless of the position taken by those responsible, one of the factors contributing to it was the increase in immigration. Potentially Canada is in a good position for large population increases because of its unoccupied land and incomplete development of manufacturing industries; however, immigration must be controlled. A state which is underpopulated in relations to its resources is in a more favourable position than one overpopulated, because it can add to its numbers by a controlled system of immigration, and by encouraging the internal migration of its people to develop its natural resources. It has been said, and rightly so, that a state may be rich in raw materials and poor if its resources are underdeveloped.

Automation and advancement in technology increases and advances the power of the state. Although Labour recognizes these facts and does not oppose advancement it feels a study should be made by Government to provide the means for an adjustment period during technological changes. Senior workers should not be discarded indiscriminately. Responsibility falls upon the employer to see this does not happen.

It is noted with appreciation that an Act governing Hospital Insurance and Diagnostic Services is now a fact. It is to be hoped that a far more comprehensive plan will develop from the present Act.

It is gratifying to note that serious thought is being given to a contributory form of old age pension. Far too many workers are retired on poor or no pensions. Every worker, no matter how humble a position he has held in the working forces, has in his own way contributed to the growth and development of the country and should receive an adequate pension upon retire-

ment. An industrial pension is only partly the answer unless a worker can build up pension credits with all his employers. There is a need for some system of "portable pension credits". The adoption of such a system should not mean the disappearance of existing private schemes. It has been expressed that many employees feel that when they leave a plan they should be free to obtain their own contributions. From personal experience and observation I do not think that is so. Of course, there is the difference that under a vast majority of pension plans now in effect no provision is made to carry contributions to the next employer; therefore, the worker naturally wishes his contributions to be returned to him. Should provision be made for his contributions to be carried to the next employer, it would be found that the Canadian worker is ready and willing to accept such a scheme. The 1958 worker is more "pension conscious" than his predecessors.

On this Labour Day the National Legislative Committee, International Railroad Brotherhoods, send greetings to all groups.

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## Successful Rehabilitation—IX

Ninth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the ninth in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person not by coincidence but by a precise matching of the person to the job. It was prepared by Paul E. Connolly, Quebec Regional Public Relations Officer, Unemployment Insurance Commission.*

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

There is no mental anguish to equal that which results from being employed in a menial job solely because of a physical handicap.

Too often in the past, debasing work was the lot of handicapped persons who were otherwise intelligent. Too often it was thought that, since their occupational abilities were reduced, these persons would readily accept any offer of employment.

Evidence of this is the story of Phil, aged 36, married, with one child. In 1943 a car accident resulted in the amputation of his left arm.

With a global war on at that time, Canada still wanted the use of his remaining arm. For the rest of the conflict Phil worked at parachute packing and performed his duties very efficiently.

In 1946, with only a sixth grade education, he became a salesman of awnings for a retail outlet. His war work experience had given him a liking for canvas, rayon and jute goods. Five years of selling made him yearn to start in this business himself.

The best years for these goods had already gone by. New products were being introduced with which he could not compete and after two years he ended in failure.

A welfare society looked after him for quite a while. He was almost completely disillusioned when he was offered a job. Though he did not relish the idea, he nevertheless accepted the offer because he needed money. For one year he worked as a public room attendant in a public square.

For a man who had done selling, this position was a blow to his pride. He kept refusing in his mind to accept as permanent a job which he thought degrading. His wife and child tried to comfort him as much as they could, but the man steadfastly refused to consider this his final lot.

After some time he heard of the special placements service of the National Employment Service. Here, he was sympathetically greeted by a counsellor, who carefully reviewed his experience, his habits, his handicap, etc. The applicant's appearance was good. He was neat and tidy. His health was good. He had a good artificial arm. His only flaw was that he was on the verge of a mental breakdown. The work he was performing, coupled with his business failure, was taking its toll.

He would have liked to sell again but his experience was limited and moreover he would have nothing more to do with selling awnings. A few attempts to interest speciality firms in his services failed.

However, work as a watchman was available. At first, with his mind still affected by his work as a public room attendant, Phil categorically refused to consider that type of work; he said any handicapped person can at any time secure that kind of work. To prove his point, he accepted a referral to an employer not forewarned of his handicap; he failed to obtain the job.

Feeling dejected, he then put his faith in the counsellor's ability to guide him. Eventually a proper frame of mind was created.

The counsellor now solicited a special interview with the employer who wished to hire a watchman. Together the applicant and the special placements officer went to the employer's premises. The NES officer presented a convincing argument based on employment stability, alertness, intelligence, and good health. Finally, the employer agreed to give Phil a chance.

The results, both for the company and the handicapped applicant, have been gratifying. Phil is paid an adequate salary and both he and his family are content with his status. As for the company, its officers never lose an opportunity to point out to visitors how pleased they are to have a handicapped person discharging his duties for them in such an efficient manner.

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## Idleness or Shortened Hours Affected 1 U.S. Family in Four Last Year

One out of every four families in the United States was affected by unemployment or shorter work weeks between mid-1957 and mid-1958, it is revealed in a report by Profs. William Haber and Wilbur J. Cohen of the University of Michigan, following a nation-wide survey.

The survey indicated that 8,500,000 families had the head or one other member unemployed at some time during the period studied, while 4,000,000 were affected by shortened work periods.

Other findings of the study included:

- Those out of work at the time of the survey averaged 21 weeks of unemployment; those previously unemployed who had found jobs averaged 11 weeks.

- Sixty per cent of those unemployed for a time in the 12 months received some unemployment benefits and 30 per cent received benefits the entire period they were out of work.

- After counting unemployment benefits as income, unemployed families estimated their income losses as follows: under \$500,

38 per cent; \$500 to \$1,000, 25 per cent; \$1,000 to \$2,000, 25 per cent; \$2,000 and over, 12 per cent.

- Unemployment was most widespread among families with 1957 incomes of \$5,000 or less.

- Unemployment was concentrated among younger members of the labour force. About one in four family heads under the age of 30 was unemployed at some time during the year. Only 13 per cent of family heads between the ages of 40 and 50 were unemployed at any time during the 12 months.

- About one-third of those who were unemployed at the time of the survey expected to get their old jobs back soon, or find other jobs paying equally well. Slightly more than a third were pessimistic about their chances of getting another job with equal pay.

The report was based on interviews with a random sample of 1,456 adults. Special interviews conducted in Detroit indicated that there were more unemployed there than elsewhere.



# Report on Rehabilitation Cases Closed

Reports from only eight provinces show 1,055 persons rehabilitated during fiscal 1957-58, of whom 919 were placed in regular employment, 45 are self-employed, 12 in sheltered employment and 22 work at home

Reports from eight provinces on rehabilitation cases closed show that 1,055 persons were rehabilitated during the fiscal year 1957-58. This, however, does not tell the whole story; the reports were not complete because much rehabilitation work in Canada is carried out by a variety of agencies and at present it is difficult to obtain figures from all of them, and two provinces have not reported.

Of the 1,055 persons, 919 were rehabilitated to regular employment, 45 to self-employment, and 12 to sheltered employment. A further 22 were working at home and 57, though not working, were enabled to take care of themselves.

It is estimated the cost of support of the whole group before rehabilitation was \$948,460 a year. Their earnings after rehabilitation were reported to total \$1,860,165.

\* \* \*

The new Kinsmen Centre for the Handicapped in Saskatoon now under construction will accommodate two sections previously housed separately; the John Dolan School and the Saskatoon Council for Crippled Children and Adults. The building is planned to provide for both the education and training of the handicapped, with the object of enabling them to take their place in the community. School rooms, workshops, and recreational facilities will be provided.

\* \* \*

The Rehabilitation Society of Alberta for the Handicapped will apply to the provincial Government for incorporation under the Societies Act, and at the same time will have its name changed to the Alberta Rehabilitation Council for the Handicapped. The main aim of the new council will be to aid in the rehabilitation of the mentally and physically handicapped throughout the province.

\* \* \*

The rehabilitation of arthritic and rheumatic patients more than pays for itself in a two-year period, says Dr. H. S. Robinson, Medical Director of the British Columbia Division of the Canadian Arthritis and Rheumatism Society. He stated that a cost

study has shown that rehabilitation is economically sound and can save the community money.

Thirty-four, disabled by arthritis, were given intensive treatment for three months at a cost of \$44,538. The increase in their earnings over a two-year period was \$42,322, and another \$6,000 was saved in community costs. Dr. Robinson said that the families of these men also benefited through a higher standard of living, and the community received more income and other taxes from them.

\* \* \*

The British Columbia Division of the Canadian Paraplegic Association has established a permanent office in Vancouver to organize welfare for paraplegics. The new office is at the G. F. Strong Rehabilitation Centre, 900 West 27th Avenue.

\* \* \*

Vocational rehabilitation in the United States has been growing steadily since the idea was first introduced by statute in 1920.

An article describing how co-ordinated services are provided to the disabled through federal-state programs under which the states conduct their own rehabilitation activities, and the federal authorities provide encouragement through financial aid, advisory and research functions, appears in *International Labour Review* of March 1958.

The article was contributed by Mary E. Switzer, Director, Office of Vocational Rehabilitation, U.S. Department of Health, Education and Welfare.

\* \* \*

The President's Committee on Employment of the Physically Handicapped, designed to focus attention in the United States on the employability of persons with serious disabilities and to enlist the support of business, industry and government in a year-round campaign, in a report on its work during the past 10 years says that employers are increasingly coming to realize the capabilities of the handicapped and are hiring more such people. Able-bodied workers, on their side, have overcome their prejudices and are accepting handicapped persons as fellow workers.

# Home Economics Education in Canada

Digest of report by Dr. Helen Abell, Department of Agriculture, for Ninth International Conference on Home Economics, July 28 to August 2

The demand for university-trained home economists continues to exceed the supply in Canada, despite the fact that increasing numbers of young women are making home economics their career.

In 1957, more than 1,100 women were enrolled in university courses in home economics. Most graduates become teachers or dietitians, but more and more of them are entering other fields of employment through which home economics is being applied to the improvement of home and family living.

Many graduates, though by no means all, become members of either the Canadian Home Economics Association or the Canadian Dietetics Association, which serve the professional interests of women in these fields. Of the approximately 900 members of the C.H.E.A. in 1956-57, some 55 per cent were teaching; 11 per cent were homemakers; 10 per cent were in business occupations, including journalism; and another 15 per cent were nutritionists or in food service. Of the approximately 1,000 members of the C.D.A., on the other hand, about 55 per cent were employed in hospitals; 15 per cent in business; 13 per cent by government; and 13 per cent by universities and schools.

## Origins of Home Economics Education

Education in home economics dates back many years in Canada. A school established in 1882 by the Ursuline Sisters at Roberval, Que., is thought to have been the first in Canada to offer a course in household science. Courses in needlework and other household subjects were made optional in the public school curriculum in Ontario for the first time in 1894 but progress was slow because of the lack of trained teachers.

The efforts of Mrs. Adelaide Hoodless, founder of the Canadian Women's Institute, led to the establishment of centres for the teaching of home economics, the first of which was the Ontario Normal School of Domestic Science and Art opened in 1900 in Hamilton. In 1902 the University of Toronto established the first course in Canada leading to a bachelor's degree in Household Science, and in 1903 a division of home economics was set up at the Ontario

Agricultural College. By 1957, some 17 Canadian institutions were offering courses leading to a bachelor's degree in home economics.

## Change of Emphasis in Teaching

In the early days of home economics, when Canada was still primarily an agricultural country and women were mainly employed as homemakers, the emphasis in teaching was on household skills. Since then the widespread economic and social changes that have occurred have pointed up the necessity for a change from the "skill-centred" to the "family-centred" teaching of home economics.

The consensus now is that home economics should be taught within the framework of family relationships rather than concentrated on a few household skills. In the past few years, the Family Life Committee of the C.H.E.A. has been studying the teaching of home economics in Canada with a view to promoting "family-centred" teaching throughout the country. This method is currently being practised in Nova Scotia.

The need to expand facilities for post-graduate training and research in this country is also being recognized. A current report of the Education Committee of the C.H.E.A. recommends that "a concentrated effort be made to obtain awards at the post-graduate level that would stimulate interest in research and further professional studies and thus increase the supply of teachers at both the university and high-school levels".

## Informal Education

Quite apart from formal instruction, Canadians nowadays are kept informed of advances in home economics through the various mass media. Interest in better nutrition and better homemaking became keen during the war under the stress of wartime restrictions. Since then, this interest has been kept alive by voluntary women's organizations such as the National Council of Women and the Canadian Association of Consumers, the Women's Institutes, Homemaking clubs and Parent-Teacher associations.

## Two Women's Groups Hold Conventions

Canadian Nurses' Association celebrates 50th anniversary at biennial general meeting. Canadian Federation of Business and Professional Women's Clubs decides to undertake survey of equal pay legislation

Some 2,000 nurses, representing all branches of the nursing profession, celebrated the 50th Anniversary of the founding of the Canadian Nurses' Association during the Biennial General Meeting held in Ottawa, June 22-27.

Although past achievements of the Association, whose current membership stands at some 50,000, were reviewed during the discussion of the various reports of working committees, the general theme of the meeting was "Into the Future, Open a Better Way". It was within this general framework that the delegates heard distinguished guest speakers discuss the nursing profession from a number of different aspects (see page 852).

Among the many items of particular interest was the progress report on a "Pilot Project for the Evaluation of Schools of Nursing in Canada". Twenty-five schools of varying kinds and sizes have been chosen for study from among nearly 100 that signified their willingness to participate in the pilot project.

The meeting approved the adoption of the "Canadian Nurses' Association Retirement Plan", to come into effect September 1. The pension plan, the first of its kind for the nursing profession, is designed to take care of both nurses working for employers and self-employed nurses. One of the best features of the plan is that nurses who move from one employer to another or who change their kind of work will be able to carry their pension rights with them.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

A highlight of the meeting was the dramatic presentation of the story of nursing in Canada under the title "Cavalcade in White".

Miss Alice Girard, Director of Nursing, St. Luke's Hospital, Montreal, succeeded Miss Trenna Hunter of Vancouver as President of the Association.

### Business and Professional Women

Legislation affecting women was among the major items discussed at the 16th Biennial Convention of the Canadian Federation of Business and Professional Women's Clubs, held at Edmonton, July 8-11.

The effectiveness of equal pay legislation was examined critically. Six provinces have enacted equal pay legislation to date and a federal Equal Pay Act was passed in 1956, but a report before the meeting suggested that information on the real effectiveness of this legislation was lacking. The fact that few complaints have been received in the provinces regarding discrimination in rates of pay because of sex was not considered an indication that "everything in the garden is lovely". At present claims must be made directly to the respective Departments of Labour by the women with a grievance. Some women, it was felt, might be afraid of losing their jobs if they registered a complaint.

Accordingly, the Convention supported a recommendation that provincial clubs be asked to conduct a survey on the effect and results of equal pay legislation, with particular emphasis on the method of making claims under the Acts.

Establishment of "a national office in Ottawa, to begin operations immediately after the close of the Convention, was authorized by the meeting of some 400 delegates.

Miss Isabel Menzies of Montreal was elected President of the National Body for the next two years, succeeding Mrs. Maude Baylay of Brampton, Ont.



## 50 Years Ago This Month

Good crop prospects and large-scale railway construction bring about improvement in employment conditions. Harvest labour scarce in some areas, although surpluses of unskilled labour reported in other areas

Under the stimulus of good crop prospects, helped by the continuation of railway construction on a large scale, industrial and labour conditions showed an improvement in July 1908 compared with the previous month.

The August 1908 LABOUR GAZETTE reported that there was still a surplus of unskilled labour in some places, though it was smaller than in June. At the same time there was a scarcity of men in other parts after harvesting began.

The CPR re-engaged hundreds of its employees at the Angus shops in Montreal who had been laid off a few months before because of lack of work. In the locomotive works and in the Montreal Steel Works business also showed improvement.

The contract for the construction of the Legislative Building in Regina was awarded at a price of \$1,424,150.

The LABOUR GAZETTE's correspondent for St. Hyacinthe reported that "the Penman Manufacturing Company had a busy month. The strike which was declared on May 11 in this factory is practically finished, nearly all the old employees having returned to work at the company's conditions and signing an agreement not to form part of any labour union while in the employ of the company. There are a number of the strikers whom the company will not re-employ."

The Ottawa correspondent said that the Ottawa Electric Railway Co. had a force of between 125 and 200 men employed on track construction and repairs at a wage of 17½ cents an hour. "Residents and rate-payers of Ottawa are given preference in the employment. The company reported that floating labour offered itself during the month at 14 cents an hour and lower, but was refused on account of the policy of the company to give city men a chance to earn in the dull time."

Even in 1908, and at a time when there was more than the usual amount of unemployment, it appears that farmers had trouble in getting the labour they needed. "Farmers of the Ottawa district found it almost as difficult as last year to secure help in the busy haying season," said the Ottawa correspondent. "Unless extra wages are paid, native labour shows an aversion

to go into the country, and there is consequently a fairly brisk demand for recent arrivals from Europe."

The correspondent at Woodstock, Ont., reported: "The weekly half-holiday is being partially observed. The jewellers and dentists take Wednesday afternoon, and barbers Thursday afternoon, and the banks and law offices Friday afternoon."

The call for the 24th annual session of the Trades and Labour Congress of Canada, to be held in Halifax on September 21, which was issued during July, said that the outstanding feature of the past year had been the effect of immigration on trade conditions. The sixth annual convention of the National Trades and Labour Congress of Canada, which was to be held in Quebec September 15-19, placed immigration first on its list of subjects for discussion.

Figures on immigration published in the LABOUR GAZETTE for August showed that in the three months, April, May, and June 1908, the number of immigrants who entered Canada was not much more than half the number who entered in the corresponding period of 1907. The numbers for the period were 127,371 in 1907, and 68,975 in 1908. During the first six months of 1908 the number of British immigrants to Canada, according to figures published by the U.K. Board of Trade, dropped to 56,595 from 107,000 in the first half of 1907.

"On the morning of July 30, while rounding a curve at full speed on the double track at Osco, Ont., Train No. 2 ran into an extra gang of 60 trackmen who had stepped on to the eastbound track out of the way of a westbound freight train, with the result that three workmen were instantly killed and another dangerously injured," the LABOUR GAZETTE reported.

During July, 20 railway employees were accidentally killed and 22 were injured, compared with 28 killed and 32 injured during June, and 26 killed and 25 injured in July 1907. In the number of fatal accidents during the month railway service headed the list of industries.

The number of fatal industrial accidents in July 1908 was 92; June, was 138; and in July 1907, it was 125.

# INTERNATIONAL LABOUR ORGANIZATION

## 42nd Conference Adopts Four New International Labour Instruments

Delegates approve Convention and Recommendation on discrimination in employment and occupation, and Convention and Recommendation on the conditions of employment of plantation workers; 10 resolutions passed

The 42nd International Labour Conference, in session at Geneva, Switzerland, from June 6 to 26, accomplished the following:

—Adopted four new international instruments: a Convention and a Recommendation calling on ILO member states to take steps to eliminate discrimination regarding employment and occupation; and a Convention and Recommendation on the conditions of employment of plantation workers;

—Took preliminary action with a view to final discussion next year on four other instruments: three proposed draft Conventions on (1) minimum age for admission of fishermen to employment, (2) medical examination of fishermen, (3) fishermen's articles of agreement; and a Recommendation on the organization of health services in places of employment;

—Held a general discussion on hours of work, and adopted a resolution inviting the Governing Body to place the question of the reduction of hours of work on the agenda of an early session of the Conference with a view to the adoption of an international instrument;

—Adopted an ILO budget for 1959 amounting to \$8,529,857 (Canada's share will be \$261,416, or 3.53 per cent).

—Adopted other resolutions on the living standards and conditions of employment of plantation workers; occupational diseases; publication of labour laws; human rights; industrial health and safety campaigns; manpower aspects of economic development; management development; measures to promote employment and action against unemployment; unemployment in agriculture and the influence of agrarian reform on the improvement of the social conditions of agricultural workers; the setting-up of

a special committee on conditions of fishermen; expansion of international trade; labour-management relations; and on increased technical assistance for the integration of indigenous populations into the economic, social and cultural life of their countries;

—Examined a report on the manner in which member countries are applying ILO Conventions;

—Held a general debate on the annual Report by Director-General David A. Morse, and heard him reply to the discussion.

The Convention concerning discrimination in employment (full text on page 000) was adopted by 189 votes for, 24 against, and 13 abstentions. The Canadian Government and Worker Delegates voted in favour; the Canadian Employer Delegate was opposed.

The Recommendation on discrimination in employment (full text on page 876) was adopted by a vote of 212 for, none against, and 11 abstentions. All Canadian delegates voted in favour.

Nearly 900 delegates, advisers and observers from 73 countries and nine territories attended the Conference. Many ministers of labour, including Hon. Michael Starr, Canada's Minister of Labour, attended either as visiting ministers or as leaders of their country's government delegations. The composition of Canada's tripartite delegation was listed on page 621 of the June issue.

Pakistan's Minister of Labour and Education, Basanta Kumar Das, was elected President of the Conference. A total of 161 government, worker and employer delegates took part in the general discussion on the annual Report of the Director-General, titled: "The ILO in a Changing World."

## Discrimination in Employment

The best contribution that the ILO could make on the eve of the 10th anniversary of the Universal Declaration of Human Rights would be to adopt the two instruments on discrimination, said Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress, and an adviser to the Canadian Worker Delegate. He was speaking in the debate on the report of the committee on discrimination, which dealt with the instruments, and of which A. H. Brown, Deputy Minister of Labour, was Chairman.

There is hardly a country in the world where this problem of discrimination does not exist.

The official policy of governments may be to the contrary and the grounds for discrimination may differ from country to country. In some it may be on grounds of race or religion; in others, on grounds of sex; in some because of social or national origin; in others because of political opinion.

The degree and privileges of discrimination may also vary. But the problem is universal and dates back to ancient times and is embedded in the very consciousness and in the very fabric of human history and human behaviour.

He thought it was wise on the part of the committee not to sit in judgment on the practices of any country and regretted that some delegates "raised an accusing finger at certain practices in certain countries".

He resented the implication that just because Canada has passed legislation in this field it was guilty more than any other country of discriminatory practices.

"We are a country of many origins and of people who have come from many countries with many religions, and the fact that we are dealing with this problem through legislation does not indicate that our problem is any greater than that of any other country; it shows that public opinion is determined to wipe out any vestiges of this evil and to deal with the small number of cases that do exist, instead of just appearing and declaring and proclaiming that we are in favour merely of principle," Mr. Kaplansky said.

For delegates to state that this problem did not exist in their countries was a wrong approach, he thought. "What this Convention will do and what specifically the Recommendation will do is to make each and every Government review its own practices and its own existing legislation in the light of the recommendations contained in the second document and in the light of the principles contained in the first and examine them in the light of the norms of behaviour which we are establishing and of the standards we are setting," he said.

G. R. Carroll, adviser to the Canadian Government Delegates, noting that there is national legislation and legislation in a number of the provinces that is directed to the elimination of discrimination in employment on grounds of race, colour, religion and national extraction, said the Canadian Government Delegates would vote for the proposed Convention and Recommendation.

But, he pointed out, "in voting for the proposed instruments I should like to make it clear that the subject matter of the Convention and Recommendation is one in which legislative jurisdiction in Canada is divided between the Parliament of Canada and the provincial legislatures.

"Consequently, if these instruments are approved, the obligations which Canada undertakes to give effect to with respect thereto are of necessity the federal state obligations."

## First Discussions

With a vote of 175 for, none against and one abstention, the Conference decided to place the question of the conditions of work of fishermen on the agenda next year for final discussion.

The conclusions it adopted on this question take the form of three proposed draft Conventions. The first of these is on the minimum age for admission of fishermen to employment. It provides that children under 15 shall not be employed on fishing vessels. Young persons under 18 would not be employed or work on coal-burning ships as trimmers or stokers. These provisions would not apply to work done by children on school ships, provided that it was approved and supervised by public authority.

The second proposed draft Convention concerns medical examination of fishermen and states that no person shall be engaged for employment in any capacity in a fishing vessel unless he produces a certificate attesting to his fitness for the work. For young persons of less than 21 years, the certificate will remain in force for a period not exceeding one year from the date when it was granted. For persons of 21 and over, the competent authority would determine the period for which the certificate should remain in force.

A third proposed draft Convention concerned fishermen's articles of agreement. It says that articles of agreement shall be signed both by the owner of the fishing vessel or his authorized representative and by the fisherman. Reasonable facilities to examine the articles of agreement before they are signed shall be given to the fishermen and their advisers. Where both



### Message from President Eisenhower

Delegates to the Conference heard a message from President Eisenhower of the United States, read by U.S. Secretary of Labor James P. Mitchell, immediately following the opening of the Conference. The President said:

Throughout its history the International Labour Organization has worked effectively to secure the foundations of peace. As a persistent champion of human values, it has advanced the right of each person to live in dignity and to prosper according to his ability. By promoting higher living standards, improved methods of production and greater labour-management co-operation, the ILO has promoted the welfare of all.

The increasing attention given by the ILO to the opportunities of technical assistance provides real promise to newly industrializing nations around the world. With operating programs to meet the immediate problems of many countries, the ILO renders constructive help in this fast developing field. It is well equipped to extend assistance in the interests of workers, employers and governments.

In its concern for the economic and social problems of mankind the ILO has done much to bring about a better understanding among nations. It is essential for the cause of peace that this creative work be continued and expanded.

vessel owner and fisherman are covered by collective bargaining agreements, individual signatures will not be required.

A record of employment of every fisherman shall be maintained by the competent authority, and a copy shall be handed to the fisherman or entered in his service book.

The Conference also adopted a Resolution requesting the Governing Body to consider setting up a special committee to continue or initiate studies by ILO, in co-operation with other appropriate international agencies, on questions affecting employment conditions on fishing vessels. These covered safety, certificates of competency, holidays with pay, accidents, unemployment and sickness insurance, accommodation, medical care on board ship and vocational training.

The conclusions will be taken up at next year's Conference for final discussion and decision after they have been circulated during the intervening year among governments for their comments.

The Conference also approved the conclusions of the committee charged with studying the question of the organization of occupational health services in places of employment, which proposed a draft Recommendation and a resolution. Next year's Conference will take a final decision on this new international instrument.

The proposed draft Recommendation, which was adopted by 185 votes for, one against, with no abstentions, provides that occupational health services should be organized as a separate service within the framework of a single undertaking or as a service common to a number of undertakings, whether set up by the undertakings themselves or attached to an outside body.

Where occupational health services cannot immediately be set up for all undertakings, those services to be established first should be for undertakings where workers are exposed to special health hazards, to be defined by national laws or regulations, and for undertakings employing more than a minimum number of workers to be prescribed by national law or regulations, the draft provided.

The role of occupational health services should be essentially preventive, and the service provided by occupational health services should not involve the workers in any expense, it said.

The resolution, which concerned occupational diseases, was adopted by 175 for, 3 against, with 12 abstentions. It pointed out that recent developments in production processes and methods and the extraordinary multiplicity of new materials are daily raising new problems in the protection of the health of the workers. It requests the Governing Body of the ILO to give a high priority to the study of these problems and to consider the desirability of placing them on the agenda of an early session of the Conference.

It was decided by the Conference to invite the Governing Body to place the question of the reduction of hours of work on the agenda of an early session of the Conference, not later than 1960, with a view to the adoption of an international instrument. The vote was 100 for, 77 against, with 17 abstentions.

The Canadian Worker Delegate voted for, the Employer Delegate against the resolution. The Government Delegates abstained.

### Other Resolutions Adopted

The Conference adopted 10 other resolutions on the following subjects:

*Human Rights*—The Conference noted that the General Assembly of the United Nations will be celebrating on December 10 this year the 10th anniversary of the adoption of the Universal Declaration of Human Rights, pledged the continued co-operation of ILO with the United Nations in promoting universal respect for the observance of human rights and fundamental freedom on the basis of the dignity and worth of the human person, and

requested the Director-General to communicate this pledge to the General Assembly of the United Nations. The resolution was adopted unanimously.

*Publication of Labour Laws*—The Conference called on member countries to publish promptly laws, decrees and regulations affecting the terms and conditions of employment of workers, and to ensure that they come to the attention of all concerned. The resolution was adopted unanimously.

*Industrial Health and Safety Campaigns*—The Governing Body was asked to consider stimulating public interest throughout the world in the prevention of industrial accidents and the protection of the health of the workers through such measures as the promotion of a world accident prevention day, a national industrial safety day, or other suitable means. The resolution was adopted unanimously.

*Manpower Aspects of Economic Development*—The Conference called on the ILO to give high priority to intensifying its action programs in the development of human resources and to make available to member states information on how to deal with problems in the field of development of manpower resources. The resolution was adopted unanimously.

*Management Development*—The Conference urged governments of newly industrializing countries to promote and spread knowledge of economically and socially sound principles and techniques of management, and it invited the Governing Body and the Director-General to give high priority, both in the research and in the operational activities of ILO, to action that would contribute to meeting the need for management development. The resolution was adopted by 162 votes for, three against, with 26 abstentions.

*Measures to Promote Employment and Action Against Unemployment*—The Conference urged member states to promote measures for the maintenance and expansion of employment in their own countries by methods that will avoid the impairment of employment opportunities in other countries. The Governing Body was requested to ask ILO to undertake and arrange for studies of measures to promote and maintain employment and to communicate the resolution to the United Nations, other specialized agencies, governments of member states and, through them, to employers' and workers' organizations. The vote was 166 for, one against, with 10 abstentions. (The resolution was proposed by Canada. See full text below.)

*Underdevelopment in Agriculture and Influence of Agrarian Reform on Improve-*

### Freedom of Association Survey

Both the United States and Russia have invited the ILO to send study missions to their countries as part of a proposed survey of conditions relating to freedom of association. Director-General David A. Morse announced during his reply to the debate on his Report.

The studies in the two countries, which will be the first in the survey, will begin next year, he said.

Announcing that other governments had expressed willingness to co-operate in the survey, Mr. Morse said he considered this "a significant advance in international action to promote universal respect for human rights".

*ment of Social Conditions of Agricultural Workers*—The resolution noted with satisfaction the decision of the Governing Body to consider at its 140th Session placing on the Agenda of the Conference for general discussion the question of the contribution of ILO to the raising of incomes and living conditions in the rural communities, including the question of unemployment and underemployment in agriculture, and the need for agrarian reforms. It was adopted by a vote of 153 for, 11 against, with 20 abstentions.

*Expansion of International Trade*—The Conference urged the governments of ILO member states to continue their efforts to reduce existing barriers to international trade in a mutually satisfactory manner. These efforts should pay due attention to the development need of underdeveloped countries. The resolution was adopted 124 votes for, 34 against, with 48 abstentions.

*Labour-Management Relations*—This resolution noted with satisfaction the importance attached to ILO's efforts to improve relations between Labour and Management throughout the world. The Conference recommended that the ILO intensify its program of research in and reporting on labour-management relations and practices in the various countries, and said it should become a centre for the exchange of information. The voting was 162 for, 33 against, with one abstention.

*Increased Technical Assistance for the Integration of Indigenous Populations into the Economic, Social and Cultural Life of Their Countries*—Adopted unanimously, this resolution stated that governments concerned should consider formulating requests for additional assistance on the basis of national plans.





—G. G. Vuarchez, Geneva

**Canadian delegates to 42nd International Labour Conference (l. to r.): Pat Conroy, Government Delegate; A. H. Brown, Head of Delegation; Hon. Michael Starr, Minister of Labour; Claude Jodoin, Worker Delegate; and H. McD. Sparks, Employer Delegate.**

### Canadian-Sponsored Resolution

The resolution concerning measures to promote employment was submitted by the Government of Canada. The full text follows:

The General Conference of the International Labour Organization, having adopted in earlier years various Conventions, Recommendations and resolutions relating to employment and unemployment, recalling resolutions dealing with employment adopted at sessions of the Economic and Social Council and of the General Assembly of the United Nations, bearing in mind the importance of the optimum utilization of human as well as material resources as a fundamental social and economic objective, realizing that change and adjustment occur in the economies of all countries, recognizing that national economic programs can have adverse effects upon employment and income in other States Members of the Organization;

Urges member states to promote and maintain employment in their own countries by taking positive measures that will not impair employment opportunities in other countries. Draws to the attention of member states the possibilities of promoting and maintaining employment by pursuing vigorously:

- (a) programs to maintain purchasing power, including adjustments in fiscal and monetary policies and in social security measures;
- (b) resources development, housing improvements and various other types of needed investment;
- (c) a freer flow of trade, technical information and capital as between countries;
- (d) measures to bring quickly and effectively job openings to the attention of workers and suitable workers available for employment to the attention of employers;
- (e) technical and vocational training and retraining programs;
- (f) reduction of seasonal fluctuations in employment;
- (g) development of an unemployment insurance or compensation program ensuring protection to workers and their families while unemployed.

Emphasizes the importance of member states' undertaking studies of changing manpower requirements, including the nature and extent of technological improvements, population and labour force trends, employment, underemployment and the relation of these to productivity and working and living standards.

Urges employers' and workers' organizations to examine their policies and actions in relation to their over-all effect on employment and unemployment.





## The Canadian Delegation to the 42nd International Labour Conference

Seated (left to right): Delegates Pat Conroy (government) and Claude Jodoin (worker); Hon. Michael Starr, Minister of Labour; Delegates A. H. Brown (government) and H. McD. Sparks (employer); Miss Nancy Lishman, assistant secretary. Standing (same order): H. T. Pammett, Secretary to the delegation; Advisers G. R. Carroll (government), M. R. Mathieu and A. A. Hutchinson (worker), Dr. T. H. Patterson (government), J. C. Nicholson (worker), J. W. Stewart (employer), Kalmen Kaplansky (worker), D. A. Page, J. R. Kimpton and K. G. K. Baker (employer), Gil Schanning (government), Edouard Larose (worker) and J. M. Soules (employer). Substitute Government Delegate Max Wershof and Government Advisers H. Jay and I. S. McArthur were absent when the photograph was taken. (Photo by G. G. Vuarchex, Geneva)

Requests the Governing Body of the International Labour Office to ask the Director-General:

(a) to undertake studies of measures to promote and maintain employment, as approved from time to time by the Governing Body; and

(b) to communicate this resolution at an early date to the governments of member states and through them to employers' and workers' organizations.

### Debate on Director-General's Report

#### H. McD. Sparks

H. McD. Sparks, Vice President of Industrial and Public Relations, Northern Electric Company Limited, Montreal, Canada's Employer Delegate, said that in his country it was being recognized that more and better education was essential not merely to maintain and improve the production of material wealth but also to ensure, by developing their latent capacities, that people would be able to deal constructively with the many changing social issues.

"This is in full accord with the freedom of enterprise principle in which we firmly believe—that the best way to help people in this as in any field is to help them to help themselves," he said.

"Another point emphasized by the Director-General commends itself to us as employers, namely the vital importance of doing everything possible to improve employee-employer relations. Standard-setting, as experience has shown, is not enough; there must be positive co-operation between Management and Labour to enable them to deal with the problems of the rapidly changing world of today," he added.

#### James P. Mitchell

In the debate on the Director-General's Report, James P. Mitchell, U.S. Secretary of Labor, said that the United States has for 10 years placed its principal reliance for the building of world peace and the advancement of mankind upon the endeavours of the United Nations and its family of specialized organizations, of which the ILO is a senior member.

"Thus we have an opportunity and a responsibility here in the ILO to contribute to the achievement of lasting peace among the peoples of the world at the same time that we discuss the improvement of working and living standards for the workers of the world," he declared.

## Rt. Hon. Iain Macleod

"The Director-General's Report this year," said Rt. Hon. Iain Macleod, Minister of Labour and National Service for Britain, "is both an inquiry and a challenge about the future, because the Director-General asks for our advice about the need for a new departure. He says in effect that, while we have gone a long way in setting agreed basic labour standards in our modern society, such standards cover only part of the ground and there still remains the need to understand and to deal constructively with social problems as they arise, and this need is not one that can be met just by a code of rules."

Mr. Macleod went on to say that ILO has its greatest opportunity to do the greatest good in countries where the living standards are lowest, and that top priority should be given to the needs of such countries when policy of the ILO is being made.

While he agreed with the Director-General about the value and importance of the "traditional" research, information and standard-setting of the ILO, he thought the Conference now had to give more attention than in the past to the application of the standards that have been set.

By this I mean not only supervision of the application of ratified Conventions, although that indeed is very important, but the promotion by the ILO itself of the application of standards irrespective of the ratification of Conventions.

I agree too with Mr. Morse that by promoting an understanding of social problems and of differing viewpoints concerning them we do assist in the framing of specific proposals for their solution, and we encourage those who can and should deal with them to do so for themselves, within the context of their own circumstances.

Mr. Macleod stressed the need for a high degree of organization in industry, and for responsible leadership, not only for effective service to the members of the individual industrial organizations, but also for the good of the nation as a whole.

"The representatives of organized industry have a vital part to play in the wider field of general economic and social progress, and this clearly requires leadership in industry of a very high order; but it also demands partnership, and in my own country top-level consultation between the Government and industry has become a firmly established feature of our national life." He then cited three examples of this consultation:

1. The National Joint Advisory Council, composed of representatives of the British Employers' Confederation, the Trades Union Congress and the management boards of

the nationalized industries, to advise the Minister of Labour on matters of common interest to employers and employees.

2. The National Production Advisory Council on Industry, a council with a very large membership, including the BEC and the TUC, to advise the Government on industrial conditions and on general questions of production.

3. The Economic Planning Board, set up to give advice to the Government on the best use of the economic resources of the United Kingdom, sits under a chairman appointed by the Government and includes representatives of industry and of the trade unions as well as a number of senior government officials.

There is in my country hardly a Government department that does not have an advisory or a consultative body on which there are representatives of organized employers and organized workers, and this kind of co-operation is not confined to permanent standing bodies, because frequently the Government has need of an independent examination of social and industrial problems and wishes to entrust this examination to an independent body of experienced persons on whose judgment it can rely, and almost always such a body contains members who are drawn from industry.

Now I believe that this readiness to give the Government the benefit of their experience as men of affairs is of inestimable value to Government, but I also believe that it is of great benefit to industry itself, and I think both the trade unions and the employers would agree with that...

Mr. Macleod thought the tripartite approach of the ILO is the right one not only in the international but in the national sphere. "Of course the machinery for consultation will differ but the conception of partnership should remain," he said. "I do not believe that a country's problems can be solved by governments alone or trade unions alone or employers alone—or, indeed, by any two of them but only by the united efforts of the three parties."

## Director-General's Reply

The Director-General recalled, in his reply to the discussion on his Report, that in his Report he had raised a number of questions about the future evolution of ILO activity.

"Virtually every statement in the discussion," said Mr. Morse, "confirmed the importance of directing the ILO's work towards the problems of the underdeveloped countries. The success of the ILO, as the Indian Worker Delegate put it, will be judged by what it can do to close the gap in social standards between the industrialized and less developed countries." Otherwise, he warned, the ILO would cease to have any attraction to those who have been left behind.



Referring to the beginning of great changes in the societies of Asia, the Middle East, Africa and certain parts of Latin America, the Director-General said: "Social problems of these countries cannot any longer be seen in the perspective of a gradual relief of seemingly eternal poverty. They must be seen in terms of a dramatic race against time to create sound foundations for the new emerging society. It is a race in which the resources we dispose of are quite inadequate to the needs and opportunities for action."

Mr. Morse did not find that the discussion called for a radical re-orientation of the ILO's work towards new subjects or away from present fields of activity. The ILO must continue and extend its work in the fields of training, productivity and social security.

"There has also been general agreement," Mr. Morse found, "upon the worth of the ILO's efforts to promote human rights. There is no question in my mind but that this is the fundamental aspect of our work without which the rest has but little value."

The Director-General commented on the affirmative response to the question in his Report whether the ILO should not expand its educational work.

While workers' education is already a well-established part of the ILO's activities, management development has up to now been dealt with in a partial way through activities concerned with raising productivity, training supervisors and promoting better human relations. As yet we have no comprehensively conceived program in this field. The Conference has approved a resolution advocating such a program. I would judge from the discussions that there is broad support for the idea of such a program. The ILO will look to the employers particularly to make a positive contribution towards it.

### Credentials Committee

The Conference refused to admit the government, employer and worker delegates from Hungary, as well as their technical advisers.

The vote on the Government delegates was 142 in favour of refusal, 48 against, with 29 abstentions. The vote on the refusal to admit the employer delegate was 146 for, 47 against, with 23 abstentions, and that on the refusal to admit the worker delegate 146 for, 48 against, with 23 abstentions.

The refusals of admission obtained the necessary two-thirds majority.

The votes were taken on the basis of reports from the Conference's credentials committee on objections laid down at the beginning of the session.

In the debate on the question of the Hungarian delegates, Arthur H. Brown, Deputy Minister of Labour and head of the Canadian delegation, pointed out that when

questions involving the possible rejection of government credentials involve objections to government credentials which are also before the United Nations, the ILO has always refused to adopt a solution that would not conform to the attitude adopted by the United Nations.

This policy was followed and given effect to by last year's Conference in dealing with the objections taken to the credentials of the Hungarian Government delegation. It is a policy with which my Government is in general agreement.

However, there are new and exceptional factors which are involved in the consideration of the credentials issue at this Conference arising out of the tragic developments which have recently taken place in Hungary.

The callous execution of Imre Nagy and General Maleter has shown that the persons who now control the fate of the Hungarian people have remained untouched by the world-wide condemnation which followed their utter disregard for the assurances given that these victims would not be molested... The fact that the information concerning these brutal executions was first made known from a Moscow source is a reminder of the part played by the Soviet Government in the matter...

Mr. Brown expressed regret that the Conference was not permitted to adopt an emergency resolution condemning the executions. "It is my conviction that a Conference resolution, which could also have been transmitted to the United Nations, would have had a wide impact upon and response from world opinion," he said.

The Canadian Government Delegates would vote to reject the credentials of the Hungarian government delegation and of the Hungarian worker and employer delegations, he announced.

"In doing so," he went on, "I should like to make it clear that this action is without prejudice to whatever position my Government might deem it appropriate to take in the light of the then existing circumstances when the basic issue concerning the Hungarian Government delegates is under further consideration by the United Nations."

The credentials committee also decided that it was not in a position to receive objections which had been lodged against the nomination of the workers' delegation of the Union of South Africa, Italy, France, Chile and Spain, on the grounds that these objections were based on facts and allegations which had already been examined at previous sessions.

The Conference was called on to take a decision on the question of whether employer delegates from certain Eastern European countries should be seated as titular members of the technical committees, contrary to the recommendation of a majority of the Employers' Group.



Employer delegates of Albania, Byelorussia, Bulgaria, Czechoslovakia, Hungary, Poland, Rumania, the USSR and Yugoslavia requested the Conference to seat them as titular members on the committees. Their proposal was defeated. The vote was 53 for, 115 against, with 51 abstentions.

A proposal was then put forward by the government delegates of France, Italy, Pakistan and the United Kingdom that these employer delegates should be seated in the committees as deputy members. This proposal was also defeated, the voting being 63 for, 97 against, with 53 abstentions.

### Canadian Participation

Canadian Government Delegates were appointed to six committees at the Conference: selection, resolutions, discrimination, health services, fishermen, and hours of work. A. H. Brown was named Chairman of the committee on discrimination.

The Canadian Employer Delegate and his advisers were appointed to six com-

mittees, as follows: H. McD. Sparks to the selection committee; J. M. Soules to the resolutions committee, of which he was named Vice Chairman; J. R. Kimpton to the committee on discrimination; D. A. Page to the committee on health services; J. W. Stewart to the committee on fishermen; and K. G. K. Baker to the committee on hours of work.

The Canadian Worker Delegate and his advisers were appointed to seven committees, as follows: Claude Jodoin and Kalman Kaplansky to the selection committee; Claude Jodoin to the resolutions committee, of which he was named Vice Chairman; Kalman Kaplansky to the committee on discrimination, of which he was named a Vice Chairman; Edouard Iarose to the committee on plantations; J. C. Nicholson to the committee on health services; A. A. Hutchinson to the committee on fishermen; and M. R. Mathieu to the committee on hours of work.

The delegates were listed and identified in the June issue, page 621.

## Text of Convention Concerning Discrimination in respect of Employment and Occupation

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-second Session on 4 June 1958, and

Having decided upon the adoption of certain proposals with regard to discrimination in the field of employment and occupation, which is the fourth item on the agenda of the session, and

Having determined that the proposals shall take the form of an international Convention,

Considering that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and

Considering further that discrimination constitutes a violation of rights enunciated by the Universal Declaration of Human Rights;

adopts this 25th day of June of the year one thousand nine hundred and fifty-eight the following Convention, which may be cited as the Discrimination (Employment and Occupation) Convention, 1958:

### Article 1

1. For the purpose of this Convention the term "discrimination" includes—

- (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, or social origin which has the effect of nullifying or impairing equality

of opportunity or treatment in employment or occupation;

- (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.

2. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

3. For the purpose of this Convention the terms "employment" and "occupation" include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

### Article 2

Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.

### Article 3

Each Member for which this Convention is in force undertakes, by methods appropriate to national conditions and practice—

- (a) to seek the co-operation of employers' and workers' organizations and other appropriate bodies in promoting the acceptance and observance of this policy;
- (b) to enact such legislation and to promote such educational programmes as may be

- calculated to secure the acceptance and observance of the policy;
- (c) to repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy;
  - (d) to pursue the policy in respect of employment under the direct control of a national authority;
  - (e) to ensure observance of the policy in the activities of vocational guidance, vocational training and placement services under the direction of a national authority;
  - (f) to indicate in its annual reports on the application of the Convention the action taken in pursuance of the policy and the results secured by such action.

#### Article 4

Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

#### Article 5

1. Special measures of protection or assistance provided for in other Conventions or Recommendations adopted by the International Labour Conference shall not be deemed to be discrimination.

2. Any Member may, after consultation with representative employers' and workers' organizations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognized to require special protection or assistance, shall not be deemed to be discrimination.

#### Article 6

Each Member which ratifies this Convention undertakes to apply it to non-metropolitan territories in accordance with the provisions of the Constitution of the International Labour Organization.

#### Article 7

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### Article 8

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Members twelve months after the date on which its ratification has been registered.

#### Article 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the

Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### Article 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### Article 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### Article 12

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 14

The English and French versions of the text of this Convention are equally authoritative.

## Text of Recommendation Concerning Discrimination in respect of Employment and Occupation

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-second Session on 4 June 1958, and

Having decided upon the adoption of certain proposals with regard to discrimination in the field of employment and occupation, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Discrimination (Employment and Occupation) Convention, 1958;

adopts this 25th day of June of the year one thousand nine hundred and fifty-eight the following Recommendations, which may be cited as the Discrimination (Employment and Occupation) Recommendation, 1958;

The Conference recommends that each Member should apply the following provisions:

### I. DEFINITIONS

1. (1) For the purpose of this Recommendation the term "discrimination" includes—

(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

(b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.

(2) Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof is not deemed to be discrimination.

(3) For the purpose of this Recommendation the terms "employment" and "occupation" include access to vocational training, access to employment and particular occupations, and terms and conditions of employment.

### II. FORMULATION AND APPLICATION OF POLICY

2. Each Member should formulate a national policy for the prevention of discrimination in employment and occupation. This policy should be applied by means of legislative measures, collective agreements between representative employers' and workers' organizations or in any other manner consistent with national conditions and practice, and should have regard to the following principles:

(a) the promotion of equality of opportunity and treatment in employment and occupation is a matter of public concern;

(b) all persons should, without discrimination, enjoy equality of opportunity and treatment in respect of—

(i) access to vocational guidance and placement services;

(ii) access to training and employment of their own choice on the basis of individual suitability for such training or employment;

(iii) advancement in accordance with their individual character, experience, ability and diligence;

(iv) security of tenure of employment;

(v) remuneration for work of equal value;

(vi) conditions of work including hours of work, rest periods, annual holidays with pay, occupational safety and occupational health measures, as well as social security measures and welfare facilities and benefits provided in connection with employment;

(c) government agencies should apply non-discriminatory employment policies in all their activities;

(d) employers should not practise or countenance discrimination in engaging or training any person for employment, in advancing or retaining such person in employment, or in fixing terms and conditions of employment; nor should any person or organization obstruct or interfere, either directly or indirectly, with employers in pursuing this principle;

(e) in collective negotiations and industrial relations the parties should respect the principle of equality of opportunity and treatment in employment and occupation, and should ensure that collective agreements contain no provisions of a discriminatory character in respect of access to, training for, advancement in or retention of employment or in respect of the terms and conditions of employment;

(f) employees' and workers' organizations should not practise or countenance discrimination in respect of admission, retention of membership or participation in their affairs.

3. Each Member should—

(a) ensure application of the principles of non-discrimination—

(i) in respect of employment under the direct control of a national authority;

(ii) in the activities of vocational guidance, vocational training and placement services under the direction of a national authority;

(b) promote their observance, where practicable and necessary, in respect of other employment and other vocational guidance, vocational training and placement services by such methods as—

(i) encouraging state, provincial or local government departments or agencies and industries and undertakings operated under public ownership or control to ensure the application of the principles;

(ii) making eligibility for contracts involving the expenditure of public funds dependent on observance of the principles;

(iii) making eligibility for grants to training establishments and for a



licence to operate a private employment agency or a private vocational guidance office dependent on observance of the principles.

4. Appropriate agencies, to be assisted where practicable by advisory committees composed of representatives of employers' and workers' organizations, where such exist, and of other interested bodies, should be established for the purpose of promoting application of the policy in all fields of public and private employment, and in particular—

- (a) to take all practicable measures to foster public understanding and acceptance of the principles of non-discrimination;
- (b) to receive, examine and investigate complaints that the policy is not being observed and, if necessary by conciliation, to secure the correction of any practices regarded as in conflict with the policy; and
- (c) to consider further any complaints which cannot be effectively settled by conciliation and to render opinions or issue decisions concerning the manner in which discriminatory practices revealed should be corrected.

5. Each Member should repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy.

6. Application of the policy should not adversely affect special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social

or cultural status are generally recognized to require special protection or assistance.

7. Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State should not be deemed to be discrimination, provided that the individual concerned has the right to appeal to a competent body established in accordance with national practice.

8. With respect to immigrant workers of foreign nationality and the members of their families, regard should be had to the provisions of the Migration for Employment Convention (Revised), 1949, relating to equality of treatment and the provisions of the Migration for Employment Recommendation (Revised), 1949, relating to the lifting of restrictions on access to employment.

9. There should be continuing co-operation between the competent authorities, representatives of employers and workers and appropriate bodies to consider what further positive measures may be necessary in the light of national conditions to put the principles of non-discrimination into effect.

### III. CO-ORDINATION OF MEASURES FOR THE PREVENTION OF DISCRIMINATION IN ALL FIELDS

10. The authorities responsible for action against discrimination in employment and occupation should co-operate closely and continuously with the authorities responsible for action against discrimination in other fields in order that measures taken in all fields may be co-ordinated.

## 139th Session of ILO Governing Body

Two resolutions adopted by the 42nd International Labour Conference, those on human rights and on measures to promote employment and action against unemployment (see above), will be transmitted immediately to the United Nations, it was decided at the 139th Session of the ILO Governing Body.

The meeting opened May 30, prior to the opening of the Conference, and held its last sitting June 27, after the close of the Conference.

The Governing Body also decided to communicate to the U.N. Economic and Social Council the report on the world employment situation that had been prepared by ILO Director-General David A. Morse.

Mr. Morse's report stressed the need for advance planning by governments to enable prompt action to be taken to "forestall or counter any unexpected turn for the worse in the world employment situation".

Ambassador Julio Barboza-Carneiro of Brazil was elected Chairman of the Governing Body for 1958-59. He succeeds Emilio

Calderon Puig, Mexico government representative on the Governing Body. Pierre Waline of France and Sir Alfred Roberts, United Kingdom, were re-elected Employer and Worker Vice-Chairmen, respectively.

### World Employment Situation

The report on the world employment situation notes that after several years in which unemployment was of limited importance in most economically developed countries, it has now become a matter of special concern to governments, employers and workers. Attention is focused in particular on the current recession in the United States, which, though by no means so severe as the crises of the 1930's, is nevertheless the most serious since the Second World War.

In Western Europe, some slackening of the rate of growth of industrial production has also resulted in relatively small increases in unemployment.

Most of the current rise in unemployment appears to be associated with a slackening in demand for, and consequently in output

of, manufactured goods, and in some countries, building. A few of the factors that have played a role in present economic difficulties are the reduced investment in capital goods, reductions in inventories, credit controls, and, in the United States, the decline in the demand for automobiles.

There is little evidence at the present time of any close relationship between the conditions leading to unemployment in Europe and in North America. To date the present unemployment is not an example of the classic case where a recession in one country tends to spread throughout the world.

Rather there has been a tendency for the boom in the production of capital goods to come to an end at roughly the same time in Europe and North America. At a later stage, of course, the situation may change.

The 1948-49 recession in the United States was followed by a balance of payments crisis in Europe. The 1953-54 recession, on the other hand, had relatively little effect on the economy of the rest of the world. Accordingly, the points that follow must be regarded as highly speculative.

There appears to be two quite separate ways in which a recession in the United States may affect employment in the rest of the world:

1. a decline in United States demand for exports from other countries may result in a corresponding fall in the level of total demand in these countries;

2. a fall in these countries' exports to the United States may result in a decline in their earnings of foreign exchange and consequently in their purchases of goods from other countries, especially those that require payment in dollars.

In order to prevent too great a decline in its foreign exchange reserves, a country may have to restrict its imports directly by import or exchange control, or check the demand for imports indirectly by measures of fiscal and monetary policy which will reduce internal demand.

Action of the first type may cause unemployment in certain industries due to shortage of imported raw materials, while action of the second type may cause more widespread unemployment.

### **National Measures against Unemployment**

The national measures against unemployment described in the ILO paper are grouped under four main headings according to whether they are designed to deal with unemployment arising from lack of demand, unemployment arising from difficulties in the organization of the employment market, unemployment in depressed

areas, and unemployment and underemployment in underdeveloped countries.

Particular attention is given to measures concerned with unemployment arising from lack of demand, because of the prevalence of this type of unemployment in certain countries at the present time.

One of the most striking trends of economic and social policy in the last two decades is the development of a whole series of new remedies against this type of unemployment. At the same time many old ideas have been discarded.

Public works programs and tax and credit policies are among the weapons governments can use. Many governments have established reserves of public works programs, and some offer inducements to private concerns to set up "crisis reserves"—funds set aside during periods of prosperity to be used during recessions.

Tax reductions may take many forms—lower income and corporate taxes, larger tax allowances for depreciation. Credit policies may also be used so as to encourage increased spending.

Recent trends in economic policy have also led to the creation of a series of "built-in stabilizers" in most industrial countries. Among them are:

The higher level of government spending, which is relatively unaffected by the factors that cause variations in private expenditure.

Progressive income taxes: as incomes fall the tax levied on them falls at a faster rate.

Unemployment insurance, which saves money in high employment periods and puts it back into circulation when unemployment rises.

The stabilizing of the incomes of fairly large groups of people through such devices as agricultural price support systems.

The growing strength of trade unions and changes in the generally accepted views on wage policy which make unlikely a substantial reduction in wage rates.

The cost for the community as a whole of frictional unemployment may be small compared with the advantages of freedom of choice and higher productivity that go with a flexible employment market.

The costs involved may, however, be extremely serious for at least some of the individuals concerned and there is every reason to make the fullest use of the techniques that have been developed to keep these costs to a minimum.

The present recession, which is already more severe than those of 1948-49 or 1953-54 and may also last longer, is a challenge to governments, especially those of economically developed countries, to show that they will

*(continued on page 890)*



Since August 16, 1956, no employee of the American Can Company's Montreal plant has suffered a lost-time accident. Up to May 13, this meant that the plan had worked 2,200,000 man-hours without a lost-time accident.

Before an audience of more than 500, the company and employees received several awards on May 13 for this outstanding achievement.

In 1955, accidents in this plant had reached serious proportions. A senior management representative said that accident prevention was at a very low level at that time. Today, the picture is entirely changed. The company, in co-operation with the union, the Can Workers Union (CLC), decided to take action to improve accident prevention and to cut lost-time accidents. Only two of the company's 65 plants have equalled the Montreal safety record attained as a result of this concentrated labour-management campaign, and in the province of Quebec only five of 2,200 plants registered with the Quebec Accident Prevention Association have reached the two million man-hour mark without lost-time accidents.

One of the first steps in this broad program of accident prevention was to organize a joint labour-management safety committee. Under the chairmanship of Personnel Superintendent Stanley Jacob, this committee has worked to co-ordinate the safety program.

The accident prevention committee meets once a month with the safety captains. The general accident prevention record in all the company's Canadian plants is reviewed and then the accident prevention situation in the Montreal plant is studied. Each safety captain reports for his department on his regular safety checks and also what action was taken as the result of his written reports. A representative of the Quebec Industrial Accident Prevention Association also attends each meeting.

\* \* \*

The Marathon *Mercury* states that Marathon Corporation of Canada Limited has been awarded a Certificate of Achievement in the 1957 Paper Industry Safety Contest conducted by the National Safety Council.

The Marathon mill reduced, since 1956, the frequency rate of disabling injuries to a point below the average for all plants competing in its group of the Pulp and Paper Mills Division.

Commenting on the award, Grant D. Ross, Manager of the Mill and Town Divisions, said that it was most gratifying to see the combined efforts of all acknowledged in this way. "I wish," he said, "to personally congratulate the co-operative effort of our employees in their program to eliminate disabling injuries in our plant."

The 1956 frequency rate (i.e., accidents per million hours worked) was 7.55. In 1957, this was reduced to 6.42 while the average for the group was 7.33.

\* \* \*

Two labour-management committees are presently functioning at *Le Droit*, one of Ottawa's large daily newspapers. One is made up of four shop employees, representing the hand and machine typesetting department, the stereotyping and rotary press department, and a representative of the company. The second consists of two commercial printing employees, representing typesetting and presses, and a representative of the company.

The newspaper's LMPC has been meeting regularly since March 1957. Suggestions made are given immediate consideration first with the employee making the suggestion, and then with the heads of the departments concerned. At the next meeting the employer's representative reports on the decisions made and gives explanations why any ideas not accepted have been rejected. Workers are free to comment on the company's decisions and, should the occasion arise, to present the suggestion again in a different form.

Among suggestions already accepted are: purchase of an additional number of tape machines for sticking plates; replacing the large wooden type with lead type, cast with new moulds; agreement between the various departments concerning the way in which certain new words should be written, and a new method of translating comic strips.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued four certificates designating bargaining agents, ordered five representation votes, and granted one application for revocation of certification. During the month the Board received eight applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver-helpers and warehouse employees of Hill the Mover (Canada) Limited, operating in and out of its Winnipeg terminal (L.G., June, p. 628).

2. International Association of Machinists, on behalf of a unit of maintenance and service personnel employed by TransAir Limited, St. James, Man. (L.G., July, p. 754).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 990, on behalf of a unit of employees of Superior Cartage (Lakehead) Limited, Fort William, Ont. (L.G., July, p. 755).

4. Chalk River Technicians and Technologists, Local No. 1568 (CLC), on behalf of a unit of technicians employed by Atomic Energy of Canada Limited at Chalk River, Ont. The American Federation of Technical Engineers intervened. (L.G., July, p. 755).

### Representation Votes Ordered

1. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacCosham Storage and Distributing Company Limited, Kingston, Ont., respondent. (L.G., July, p. 754) (Returning Officer: G. A. Lane).

2. International Association of Machinists, applicant, and Pacific Western Airlines Ltd., Vancouver, respondent (L.G., July, p. 754) (Returning Officer: D. S. Tysoe).

3. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Dew Moving and Warehousing Limited, Toronto, respondent (L.G., July, p. 754) (Returning Officer: T. B. McRae).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Leamington Transport (Western) Limited, Winnipeg, respondent, and W. C. Austin, intervener (L.G., July, p. 755). The Board directed that only the name of the applicant union be on the ballot. (Returning Officer: A. B. Whitfield).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Railway Company, respondent (Office of Data Centre, Montreal) (L.G., July, p. 755) (Returning Officer: C. E. Poirier).

### Revocation of Certification Granted

The Board granted an application for revocation of certification affecting W. K. Gutteridge, *et al*, applicants, International Association of Machinists, respondent and Eastern Air Lines Inc., respondent (L.G., July, p. 755).

### Applications for Certification Received

1. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehouse-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

men and Helpers of America, on behalf of a unit of employees of C. A. Fraser Limited, Toronto. (Investigating Officer: T. B. McRae).

2. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by the Seaway Forwarding Agencies Limited, Sarnia, Ont. (Investigating Officer: A. B. Whitfield).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Northern Radio-Radio Nord Inc., Rouyn, Que. (Investigating Officer: C. E. Poirier).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, on behalf of a unit of employees of Smith Transport

Limited operating in and out of terminals located in Nova Scotia and New Brunswick. (Investigating Officer: C. E. Poirier).

5. Chalk River Atomic Energy Draftsmen, Local No. 1569 (CLC), on behalf of a unit of draftsmen employed by Atomic Energy of Canada Limited at Chalk River, Ont. (Investigating Officer: G. A. Lane).

6. Canadian Guards Association, on behalf of a unit of security guards employed by Canadian Arsenal Limited at Long Branch, Ont. (Investigating Officer: T. B. McRae).

7. Brotherhood of Railroad Trainmen, on behalf of a unit of yardmasters employed by The New York Central Railroad Company in its Canada Southern Division. (Investigating Officer: T. B. McRae).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Canadian National Railways in its Newfoundland District (Investigating Officer: W. L. Taylor).

#### Application for Certification Withdrawn

United Steelworkers of America, applicant, and Canadian Arsenals Limited, respondent (Gun Ammunition Division, Lindsay, Ont.) (L.G., June, p. 628).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Eastern Canada Stevedoring Company Limited, Montreal, and International Longshoremen's Association, Local 1845 (Conciliation Officer: R. Trépanier).

2. B.C. Airlines Limited, Vancouver, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. S. Tysoe).

3. Clarke Steamship Company, Quebec; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officers: R. Trépanier and R. Duquette).

4. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (Conciliation Officer: F. J. Ainsborough).

5. Marine Industries Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

6. The J. P. Porter Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

7. Canadian Dredge and Dock Company Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

8. Russell Construction Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

9. McNamara Construction Company Limited, Toronto, and Seafarers' International Union of North America (Conciliation Officer: F. J. Ainsborough).

10. Eldorado Mining and Refining Company, Port Hope, and United Mine Workers of America, District 50, Regina 77, Local 13173 (Conciliation Officer: F. J. Ainsborough).

11. Canadian Pacific Transport Company Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (Conciliation Officer: J. S. Gunn).

12. Pacific Tanker Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

13. Northland Navigation Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

14. Union Steamships Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

15. Radio Roberval Inc. and the Syndicate of Employees of CHRL (Conciliation Officer: R. Duquette).

16. Marine Industries Limited (Dredging Division) and National Association of Marine Engineers of Canada Inc. (Conciliation Officers: R. Trépanier and R. Duquette).

### Settlements by Conciliation Officers

1. Construction Contractors of Whitehorse, Yukon Territory, Poole Construction Company Limited, Dawson and Hall Limited, Whitehorse, Y.T., and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 755).

2. Hill the Mover (Canada) Limited, Vancouver, and General Truck Drivers and Helpers Union, Local 3 (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 755).

3. Clarke Steamship Company Limited, Quebec; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Duquette) (*see above*).

4. Eastern Canada Stevedoring Company Limited, Montreal and International Longshoremen's Association, Local 1845 (Conciliation Officer: R. Trépanier) (*see above*).



## Conciliation Board Appointed

Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (no previous conciliation officer appointed).

## Conciliation Boards Fully Constituted

1. A Board of Conciliation and Investigation was established in June to deal with a dispute between the Newfoundland Employers Association Limited, St. John's, and Longshoremen's Protective Union (St. John's) (L.G., June, p. 630) with Prof. Moses M. Morgan, St. John's, as Chairman. Prof. Morgan was appointed on the joint recommendation of the other two members Capt. M. G. Dalton and Lawrence J. Daly, both of St. John's, who were previously appointed on the nomination of the company and union respectively.

2. A Board of Conciliation and Investigation was established in June to deal with a dispute between the Union Steamships and Tidewater Shipping Company, Vancouver and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., Nov. 1957, p. 1320) with Adam Bell, Victoria, as Chairman. Mr. Bell was appointed in the absence of a joint recommendation from the other two members, P. E. Aythart and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the companies and unions respectively.

## Board Reports Received During Month

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited, La Verendrye Line Ltd.) and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 495). The text of the report is reproduced below.

2. Western Union Telegraph Company, Cable Division, and American Communications Association (L.G., April, p. 391). The text of the report is reproduced below.

## Settlement Following Board Procedure

Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists, Local 96, Brotherhood of Maintenance of Way Employees and Lodge 217, Brotherhood of Railroad Signalmen of America (L.G., July, p. 756).

## Strike Following Board Procedure

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., June, p. 633). Stoppage of work occurred on CPR vessels on June 24.

# Report of Board in Dispute between

Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamships Limited, Upper Lakes & St. Lawrence Transportation Company Limited, Mohawk Navigation Company Ltd., Hall Corporation of Canada, Beaconsfield Steamships Limited, and Sincennes-McNaughton Line Limited)

and

Seafarers' International Union of North America

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter presents herewith its unanimous report.

The Board was composed of: H. Carl Goldenberg, Esq., QC, Chairman; Francis Gerity, Esq., nominee of the employer; and Colin A. Gravenor, Esq., nominee of the bargaining agent.

Proceedings before the Board opened in Montreal on May 12, 1958, and were continued at various dates thereafter. Each party presented its case at length and was afforded an opportunity for rebuttal.

Having heard and examined the submissions of the parties, the Board unanimously finds and recommends as is hereinafter set out.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Association of Lake Carriers, Montreal, (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamships Limited, Upper Lakes & St. Lawrence Transportation Company Limited, Mohawk Navigation Company Ltd., Hall Corporation of Canada, Beaconsfield Steamships Limited, and Sincennes-McNaughton Line Limited).

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, nominees of the companies and unions respectively.

The text of the report is reproduced here.

## Part I

### *General Considerations*

The Board finds it necessary at the outset to consider the general situation of the industry, a subject with which both parties dealt fully in their submissions. Our recommendations must be read in the light of our consideration of these submissions since the absence of agreement between the parties on the principal matters in dispute arises from a wide disparity in their views on the general condition of the industry and its prospects for profitable employment.

It is the planned opening of the St. Lawrence Seaway in the early spring of the year 1959 which weighs heavily with the parties. The employer submits that: "It is of the utmost importance in these proceedings to recognize that the Companies are now in the midst of what is in all probability the most critical period in the history of the industry."

The union says: "There are, nevertheless, certain advantages which the Canadian Great Lakes Shipping Industry will derive from this project and which, incidentally, have an important bearing on the merits of the various requests of the unlicensed employees."

The Board has, therefore, felt it necessary to give consideration to these diverse views on the probable effects of the Seaway development.

The employer filed with the Board as part of its submission a copy of the Report of the Royal Commission on Coasting

Trade, which was tabled in the House of Commons during the course of these proceedings, and invited our particular attention to pages 97, 98, 99, 100, 101, 107, 115 and 136 paragraph E thereof. In order to show the nature of the problem involved and its bearing upon this dispute, we here reproduce only one paragraph appearing on page 107 of the Report:

The greatest concern expressed was with respect to the future of Canadian registered lakers in competition for inland bulk cargoes, including the inland movement of grain destined for export. The trades at stake are both coasting and international. *The fears appear justified.* Under present tax structures, a specialized ocean-going bulk carrier on U.K. registry may have an advantage not only over a Canadian registered laker built in Canada but also over one built in the United Kingdom or otherwise acquired at comparable costs. While existing lakers would be operated for their remaining useful life, competition may force Canadian operators to arrange in future for the seasonal chartering of suitable United Kingdom vessels built for the purpose.

(The emphasis supplied is ours.)

The Report, as is generally known, is the result of an exhaustive inquiry by the Commission and is based on oral and written submissions and other material presented in the course of lengthy hearings at the various ports and in other places across Canada. This Board must take cognizance of its findings.

Our analysis of the situation leads us to conclude that the industry and, therefore, its employees face an uncertain future, which lends emphasis to the difficulties with which we have been confronted. This uncertainty arises from the competition which is in prospect from ships of Commonwealth and foreign registry. It must be conceded that these ships can be built and operated at substantially lower cost than the ships of the Association of Lake Carriers. The employer has not hitherto had to meet such competition except from such small vessels as have been able to pass through the St. Lawrence Canal system, a requirement that severely restricted their carrying capacity.

Stability with its necessary ingredient, labour peace, is considered by the Board to be essential at this time. The Board recognizes the fact that the employees have made very substantial progress in wages, hours, and working conditions during the past few years. It is of the opinion that some of the further objectives which they may seek would be better deferred until the employer has had an opportunity to prepare to meet the anticipated com-

petition. Amongst the problems which the employer faces are the tolls which will be charged for the use of the Seaway and the requirement of considerable financing to build replacements for obsolete ships which cannot be expected to use the new facilities economically. There are also other problems to be solved.

WE ARE, THEREFORE, OF THE OPINION THAT THE INDUSTRY AT THIS STAGE MUST BE ASSURED OF A MINIMUM PERIOD OF STABILITY AND THAT THE MINIMUM IS AT LEAST TWO YEARS. ACCORDINGLY:

- (1) We recommend a two-year collective agreement, and this recommendation is basic.
- (2) We must also emphasize that our recommendations which now follow, considered as a whole, are, in our opinion, the maximum concessions that each party can fairly be asked to make at the present time.

## Part II

### *Principal Issues*

#### 1. *Hours of Work* (Union Demand No. 11)

The union demands a normal work week of five days of eight hours each, Monday through Friday, and compensatory payment for all hours worked in excess of forty hours per week. The employer submits that the nature of the operation on the Great Lakes makes it physically impossible to inaugurate a regular forty-hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that three important facts emerge, of which it must take cognizance:

*First:* The industry is a seasonal one having some eight months of the year in which navigation can be safely conducted. Even where the full season of navigation is available to the employer, cargoes do not always offer so as to enable the ships to be continuously employed.

*Second:* The nature of the cargo carried, together with the methods of loading and discharge, make rapid turn-around at terminal ports a prime consideration of efficient management.

*Third:* It appears to us to be impossible for an owner operating on the Great Lakes to schedule his operation in such a way as to reproduce conditions of shore employment to which a 5-day 40-hour week can be effectively applied. There is, further, an apparent difference between the shipping

operation on the Great Lakes and vessels operating in a regular and scheduled ferry service.

Considering all of the foregoing, as well as the actual and potential competitive aspects of the Great Lakes operation, the Board finds that it cannot approve the union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof and, accordingly, FINDS AND RECOMMENDS AS FOLLOWS:

An employee shall receive 16 additional days' pay provided he serves *continuously* aboard ship from the time of spring fit-out to the completion of lay-up in the fall, or has been absent for reasons satisfactory to the Master.

In making this recommendation the Board has taken cognizance of the provision of the last agreement entitling employees to receive 14 days' pay in lieu of vacation, if they have served continuously during the navigation season. The implementation of the Board's recommendation should contribute toward a reduction in the rate of employee turn-over and will materially benefit the employee in the off-season of navigation when no ship-board employment is offering. In effect, the employee who serves continuously through the navigation season will receive a bonus which represents a further substantial increase in wages. Combined with the payment in lieu of vacation, he will draw pay for a full 30-day period following the termination of the navigation season.

#### 2. *Wages* (Union Demand No. 10)

In the last agreement between the parties wages were on a 30-day monthly basis, 8 hours per day. The union now demands wages on an hourly basis with an increase of 10c. per hour or \$24.00 per month *over and above* the very substantial increase that is implicit in the proposed introduction of the 40-hour 5-day week without reduction in pay. It was submitted to the Board and not denied by the union that the total of the increase thus proposed ranges from 37.3 per cent to 49.9 per cent for all categories of employees. An additional percentage increase must ensue by reason of overtime necessarily incident to the employment of the vessels on each day of the navigation season. It was submitted by the employer that even without calculating the additional overtime, the pro-



posed wage increase would approximate \$5.5 million.

Having given careful consideration to the submissions of the parties and having examined relevant facts, including existing wage schedules and earnings and changes in the consumer price index since January 1, 1956, the Board rejects the union's demand and RECOMMENDS AS FOLLOWS:

The rates of pay of the employees shall be increased for each classification of employment by 9 per cent, of which an increase of 5 per cent shall be retroactive to the beginning of the 1958 navigation season and the remaining 4 per cent shall become effective at the beginning of the 1959 navigation season.

In making this recommendation the Board finds it cannot recommend the increase in overtime payments requested by the union. (Union Demand No. 19)

3. *Manning Scale* (Union Demand No. 9)

The union has requested that the employer place in effect a minimum manning scale for each vessel as an integral part of the collective agreement. The employer maintains that its ships are more than adequately manned, that it is subject to and bound by the provisions of the Canada Shipping Act, and that the requirements of its underwriters must be met in maintaining adequate insurance to cover the fleets.

The union's proposal is new. There was no provision for a manning scale in previous collective agreements between the parties and the Board notes that there is no such provision in the two collective agreements filed by the union with the Board. (Exhibit U-4 of the union brief and Exhibit U-15 filed in rebuttal.) In fact, the agreement in Exhibit U-4 submitted to us contains a provision that manning is an exclusive function of management. Article XII of this Exhibit declares, *inter alia*, that "the laying off and calling to work of employees in connection with any reduction or increase in the working forces, are the exclusive functions of management."

The basis of the employees' contention is contained in Exhibit U-5, which purports to show a manning scale in respect of each vessel owned by the members of the Association. The vessels mentioned vary very greatly in respect of age, dimension, method of propulsion, and deck machinery, which, of course, poses a very difficult problem to the Board in the consideration of the union's proposal. No further satisfactory evidence was presented to the Board as to the manning scales on vessels of the employer's fleet.

The adequate manning of steamships and the efficiency of personnel are generally conceded to be matters connected with the seaworthiness of the ship. In this respect the Board has taken notice of certain statutory provisions enacted by the Parliament of Canada, namely, The Canada Shipping Act, 1952, chapter 29, and The Criminal Code, 2-3 Elizabeth II, chapter 51. The attention of both parties is drawn, more particularly, to Section 407 of the Canada Shipping Act, which reads as follows:

407. (1) Every steamship registered in Canada shall be manned with a crew sufficient and efficient from the point of view of safety of life for the purpose of her intended voyage, and shall, during such voyage, be kept so manned.

(2) If any of the provisions of this section are not complied with in the case of any steamship, the owner, if in fault, is liable, in respect of each offence, to a fine not exceeding five hundred dollars, and the master, if in fault, is liable in respect of each offence, to a fine not exceeding two hundred and fifty dollars.

Accordingly, while the Board finds that it cannot recommend specific manning scales, it does not envisage "the wholesale slashing of ship's crews at the expense of the remaining personnel", as suggested in the union's brief. In its opinion such "wholesale" reductions might well constitute a violation of the foregoing statutory provisions. In addition, the employer must consider other applicable law and the basis of its insurance coverage.

Connected with this demand is a union demand in respect to qualified electricians. The union brief says:

As we have shown, it is a well-considered and authoritative opinion that the type of machinery of an electrical nature with which these employees work should be provided with a qualified electrician to keep it in safe operating order at all times.

The Board has carefully examined Exhibit U-5 and finds, for example, in the case of one of the employers, Canada Steamship Lines Limited, that an electrician is in fact borne on every one of its large modern vessels where presumably electric deck machinery is fitted. This is also found to be the case in self-unloading vessels. In the absence of more precise information or proof on this matter the Board is not in a position to recommend the addition of electricians to the personnel as requested. The Board cannot help but take note of the fact that in another dispute which it is hearing, affecting the National Association of Marine Engineers, the latter is demanding an increase in wages in part because of the installation of new electrical equipment on vessels for which the engineers are said to be responsible.

### Part III

#### *Other Issues*

1. *Vacation Pay* (Union Demand No. 1)—The Board is advised that the parties have reached an understanding on this issue and recommends that effect be given to such understanding.

2. *Statutory Holidays* (Union Demand No. 2)—The union demands penalty rates for work done on eight statutory holidays. The Board finds that this would involve a scheduling of steamship operations as in an industrial plant on shore, which is not practical, and, therefore, cannot recommend that this demand be granted.

3. *Other Conveniences* (Union Demand No. 3)—The Board is advised that the parties have reached agreement on this demand except as to two items, and recommends that effect be given to such agreement.

The remaining items in dispute are, first, a demand for the installation of electric fans if no other form of mechanical ventilation is provided. Due to the enumerated reasons given by the employer, we are unable to recommend that this demand be granted.

Secondly, the union demands that crew quarters shall be painted once yearly and that the date of such painting shall be stencilled on the bulkhead of each room or compartment. THE BOARD RECOMMENDS THAT IN THE INTERESTS OF MAINTAINING CLEAN AND TIDY QUARTERS, THE CREW QUARTERS SHALL BE PAINTED WHEN REASONABLY REQUIRED.

4. *Meals, Coffee and Light Lunches* (Union Demand No. 4)—The Board finds that the union's demand cannot be given practical effect on a steamship operation and therefore does not recommend that it be granted.

5. *Transportation* (Union Demand No. 5)—Clause (a) of this demand requests the payment of transportation to the homes of unlicensed personnel when a vessel is laid up on the close of its navigation for the season and also a refund of the fare from their homes to the vessel. THE BOARD RECOMMENDS THAT THE EMPLOYER SHALL FURNISH TRANSPORTATION TO THE EMPLOYEE'S HOME BUT NOT TO EXCEED A DISTANCE OF 500 MILES, AND SHALL ALSO REFUND TO AN EMPLOYEE WHO SHALL HAVE SERVED THE ENTIRE SEASON SINCE FIT-OUT OR WHO HAS BEEN ABSENT DUE TO ILLNESS OR ACCIDENT, THE AMOUNT

OF HIS FARE FROM HIS HOME BUT NOT TO EXCEED A DISTANCE OF 500 MILES.

With respect to item (b) of this demand, the Board is advised that the parties have reached agreement thereon and recommends that such agreement be implemented.

With respect to item (c), the Board is advised that agreement has been reached except with respect to the subsistence allowance. THE BOARD RECOMMENDS THAT THE RATE OF SUBSISTENCE ALLOWANCE BE FIXED AT \$4.00 PER DAY IN ADDITION TO REGULAR WAGES.

6. *Room and Meal Allowance* (Union Demand No. 6)—The Board is advised that the parties have agreed on a payment of \$1.00 per meal and \$4.00 for room per night when the employer does not provide room and board, and recommends that effect be given to this agreement.

7. *Tank, Bilge and Boiler Cleaning* (Union Demand No. 7)—Having heard the representations of the parties, the Board cannot recommend a penalty payment, as demanded by the union, when employees are required to clean tanks, bilges or inside boilers.

8. *Loss of Personal Belongings* (Union Demand No. 8)—The Board is advised that agreement has been reached on this demand except with respect to certain of its wording, and RECOMMENDS THAT THE CLAUSE BE REWORDED BY MUTUAL AGREEMENT.

9. *Hours of Work for the Deck and Engine Departments* (Union Demand No. 12)—The Board cannot recommend that this demand be granted and deals with it further in its consideration of the demands made by the employer.

10. *Hours of Work of the Catering Department* (Union Demand No. 13)—The Board finds that the clause in the last agreement between the parties relating to this matter is satisfactory and, therefore, does not recommend a change.

11. *Hours of Work when an Employee Fails to Report* (Union Demand No. 14)—The Board is advised that the parties have reached agreement on this demand and recommends that effect be given to such agreement.

12. *Hours of Work when Vessel Sails Without a Full Complement* (Union Demand No. 15)—The Board has considered the counter-proposal made by the employer and recommends that effect be given thereto.

13. *Hours of Work—Replacements* (Union Demand No. 16)—The Board is advised

that the parties have reached agreement on this demand and recommends that effect be given thereto.

14. *Hours of Work—Routine Duties* (Union Demand No. 17)—The Board has considered the union's demand and the counter-proposal of the employer. It does not find that it can recommend either proposal and, therefore, **RECOMMENDS THAT THE PROVISIONS OF CLAUSE 19(g) OF THE LAST COLLECTIVE AGREEMENT BE RETAINED.**

15. *Fit-Out and Lay-Up* (Union Demand No. 18)—The Board does not find that it can recommend that the union's demand be granted but **RECOMMENDS THAT THE EMPLOYER GIVE A PREFERENCE TO MEMBERS OF THE UNION IN HIRING EMPLOYEES FOR THE WORK OF FIT-OUT AND LAY-UP.**

16. *Overtime and Overtime Payments* (Union Demand No. 20)—The Board cannot recommend payment for 15 minutes in which to dress when employees not on regular duty are called for overtime work.

17. *Overtime and Overtime Payments for Work of Less than One Hour* (Union Demand No. 21)—The Board is advised that the parties have reached agreement on this demand and recommends that effect be given to such agreement.

18. *Overtime and Overtime Payments for One-Half Hour Periods* (Union Demand No. 22)—The Board is advised that the parties have reached agreement on this demand and recommends that effect be given to such agreement.

19. *Overtime and Overtime Payments for Less Than Two Hours* (Union Demand No. 23)—The Board **RECOMMENDS THE RETENTION OF THE PROVISION OF THE LAST AGREEMENT IN THIS MATTER.**

20. *Overtime and Overtime Payments in Port* (Union Demand No. 24)—This is a demand for a new clause in the collective agreement which the Board does not find that it can recommend.

21. *Overtime and Overtime Payments—Firemen* (Union Demand No. 25)—The Board cannot recommend that this demand be granted.

22. *Overtime and Overtime Payments—Check Sheets* (Union Demand No. 26)—The Board is advised that the parties have reached agreement on this demand subject to a rewording of the proposed clause. It **RECOMMENDS THAT THE CLAUSE BE WORDED AS FOLLOWS:**

At the completion of any overtime work the employee and the Officer in charge shall both sign duplicate daily overtime sheets, which shall be supplied

by the Company, recording the duration of such work, which shall be countersigned and approved by the Master. In the event there is a disagreement, these overtime sheets shall be signed by both parties and marked "disputed" and referred to Article (4) of this agreement. One (1) copy of the sheet shall be given to the employee and the other retained by the Master.

23. *Longshore Work Done by Crew* (Union Demand No. 27)—The Board has been advised that the parties have reached agreement on this demand and recommends that effect be given to such agreement.

24. *Steward's Department* (Union Demand No. 28)—The Board finds that the clause in the last agreement dealing with this matter is satisfactory and does not recommend any change therein.

## Part IV

### *Employer's Demands*

1. *Hours of Work—Deckhands* (Employer's Demand No. 1)—We have dealt with this question in Part III hereof under the heading "Hours of Work for the Deck and Engine Departments" (Union Demand No. 12). The union's demand would further restrict the present work spread of 8 hours within a period of 16 hours as provided by Clause 19 (a) of the last agreement. The employer's position is that it should be able to obtain 8 hours' work from the deckhands in any 24-hour period so that the hours of work and rest might be arranged in a way compatible with the actual operations of the vessels. Overtime is in any case paid outside the work spread which is provided.

The Board appreciates the difficulties which have been encountered in giving effect to the clause of the last agreement and is of the opinion that if a more workable arrangement could be mutually agreed upon, it would be of benefit to both parties. It must be obvious that by restricting the hours of work in which the deckhands may be employed these ratings, in comparison with other members of the crew, will receive excessive overtime payments with resultant ill-feeling among the crew members who regard themselves as the more highly skilled workers. However, having had regard to this situation and having thus given it point, the Board feels unable at this stage, in the absence of mutual agreement between the parties, to revert to a stage antecedent to the last contract.

2. *Employer's Demand No. 2*—This demand is of the same general character as the preceding demand, and is presently



covered by Clause 19 (g) of the collective agreement. For the same reasons, the Board is unable to recommend any change.

3. *Employer's Demand No. 3*—The Board is in agreement with the employer's submission and RECOMMENDS THAT THE WORD "TANKS" PRESENTLY APPEARING IN CLAUSE 17 OF THE COLLECTIVE AGREEMENT SHOULD BE REPLACED BY THE WORDS "WATER BOTTOMS".

The whole of the foregoing, comprising the unanimous report of the Board, is respectfully submitted this 12th day of June, 1958.

(Sgd.) H. CARL GOLDENBERG,  
*Chairman.*

(Sgd.) F. GERITY,  
*Member.*

(Sgd.) COLIN A. GRAVENOR,  
*Member.*

## Report of Board in Dispute between

### Western Union Telegraph Company, Cable Division and American Communications Association

Your Board of Conciliation, consisting of Mr. John J. Urie, employer nominee, and Mr. Jean Pare, union nominee, with His Honour Judge J. C. Anderson as Chairman, met the parties in the Federal Post Office Building in Montreal on May 13 and 14, 1958, and heard the full evidence and representations of both parties with respect to the issues in dispute.

The union representatives at the meetings on both these days were Mr. Victor Rabino-vitz, Counsel, and Mr. Frank Lenahan, Secretary-Treasurer, Local 11.

The company representatives at the meetings on both days of the hearing were Mr. Alastair Macdonald, QC, Ottawa, and Mr. Gregory J. Gorman, Ottawa, as Counsel, and Mr. John A. Carty, Manager, Employee Relationships; Mr. L. G. Chapin, General Operations Manager; and Mr. F. G. Mesner, Administrative Assistant, International Communications.

The issues in dispute as referred to the Board were as follows:

1. *Wages.* The union asked that the company accord the employees in Quebec, Newfoundland and Nova Scotia the same wage levels as they pay the cable employees of the company in the United States. The company rejected this proposal and argued that its wages generally were comparable with wages paid for this kind of work in Canada. At the conclusion of negotiations the union had reduced its wage demand to 25¢ an hour across-the-board, and the company had raised its proposal to one of 8¢ an hour across-the-board.

2. *Other Issues.* In addition to the dispute over wages, still in dispute were union proposals for an additional holiday (the August Bank Holiday) over and above the

present eight paid holidays; double time for Sunday work; and double time for work performed on Christmas Day and New Year's Day, in addition to a regular day's pay which is accorded all employees.

At the conclusion of the hearings, since the union had not introduced any evidence or made any representations concerning the "Other Issues", the Board asked the union if the "Other Issues" were still before the Board, and the union indicated that it did not wish the Board to report on the "Other Issues", and that if the question of wages was settled, the "Other Issues" would be withdrawn.

The first day of the hearing was all taken up by the evidence and representations of the parties with respect to the issue of wages. The second day of the hearing was taken up in an attempt to conciliate the issues, and some progress was made in this direction, but at the conclusion of the hearing on the second day, the Board had not brought the parties together on the question of wages.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Western Union Telegraph Company, Cable Division, and American Communications Association.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister in the absence of a joint recommendation from the other two members, John J. Urie, Ottawa, and Jean Pare, Laval, Que., nominees of the company and union respectively.

The text of the report is reproduced here.

Therefore, the Board unanimously recommends to the parties that all issues referred to the Board be settled on the following basis:

1. The contract to run from January 1, 1958, to December 31, 1958.

2. As and from January 1, 1958, there be paid by the company an across-the-board increase in all classifications of 8 cents per hour.

3. In addition and added thereto, there be set aside by the company a sum of money, as and from January 1, 1958, amounting to 4.5 cents per hour, per employee, which shall be paid throughout the duration of the contract, and shall be used by the parties in a manner to be determined by them.

4. Failing agreement between the parties as to how and when the additional 4.5 cents per hour, per employee, is to be applied, the Board at the request of either party, and with the approval of the Minister of Labour, will reconvene with the

parties and attempt to seek approval of the parties as to the time and method that the additional 4.5 cents per hour per employee is to be applied, and on such reconvening if the Board is not able to bring about an agreement on the matter, it will then write a report covering its recommendations with respect to the same.

The Board understands that certain issues were settled in the course of collective bargaining, which are not in dispute between the parties, but any collective agreement will, of course, embody the basis of settlement of these issues which have already been mutually agreed upon.

All of which is respectfully submitted.

Dated at Belleville, Ont., this 2nd day of June, 1958.

(Sgd.) J. C. ANDERSON,  
*Chairman.*

(Sgd.) JOHN J. URIE,  
*Member.*

(Sgd.) JEAN PARE,  
*Member.*

## 139th Session of ILO Governing Body

(continued from page 878)

not tolerate severe or persistent unemployment and that they can combat it effectively with the wide range of measures that have been developed since the 1930's.

The recession is severe enough to provide an opportunity to gauge the effectiveness of many of the measures against unemployment that a *priori* seen workable but have not so far been put to the acid test of actual experience. The choice of the particular measures to be used must, of course, depend on the type of unemployment that exists and on the general economic background of the country concerned, but of the need for action there is no doubt.

Were any economically developed country, because of excessive caution or wishful thinking that recessions always cure themselves, to tolerate the want, suffering and frustration that severe and prolonged unemployment would bring in its train, and to fail to take all action within its power to restore employment to a normal level, there would be widespread disillusionment, both within and beyond its own borders, with its economic structure and social institutions.

Unemployment exists in a variety of forms, singly or in combination, and derives

from a variety of causes, the ILO report says. The correct identification of its nature and causes is of great practical importance since action that may be effective against one type of unemployment may be useless or even harmful when applied to another type.

As an example of this, the report points out that new investments to provide work for the unemployed would be wasteful if all that is required to end unemployment in a particular area is action by an employment service to move workers from one industry to another. A mass movement of manpower away from a depressed area may be wasteful if capital could be moved into the depressed area with a good prospect of reasonable returns on the investment.

Such possibilities of error demonstrate that every case of unemployment requires careful study as a basis for determining what type of action is required against it, the report warns.

## N.Y. State Raises Workmen's Compensation Benefits

The maximum benefit for workmen's compensation in New York state has been raised from \$36 to \$45 a week, and the minimum to \$20 a week.

The law now requires the state's Workmen's Compensation Board to include a

statement of facts in its decisions.

A new section on occupational loss of hearing was added to the compensation law, and the maximum benefit period for off-the-job disability was extended from 20 to 26 weeks.

## LABOUR LAW

# Labour Relations Legislation in 1958

Prince Edward Island, Ontario, Manitoba and Saskatchewan amend labour relations legislation this year. Manitoba amendment will bring Crown Corporations under Act, P.E.I. provides for government conciliation

Four provinces, Prince Edward Island, Ontario, Manitoba and Saskatchewan, amended their labour relations legislation this year.

The Manitoba amendment, effective April 10, brought Crown Corporations under the Act, set up a special procedure for dealing with disputes between the Corporation and its employees and prohibited the employees from going on strike in a situation which would likely be prejudicial to the public interest.

The Prince Edward Island Act was amended to provide for the first time for the appointment of a government conciliation officer to aid the parties to a dispute to reach a settlement of their differences.

Other changes dealt with the times for making application for certification in Ontario when a collective agreement is in effect, the composition of the Ontario and Saskatchewan labour relations boards and the length of agreements made between Ontario policemen and firemen and the municipal council.

A committee of the Ontario Legislature to inquire into the Labour Relations Act has concluded hearings but has not yet made its final report. The federal Industrial Relations and Disputes Investigation Act is also under review, the Minister of Labour having asked the principal labour and management organizations for suggested changes that might make the Act more effective in its application to the industries covered.

### Crown Corporations in Manitoba

Employees of specified Crown Corporations are brought under the Manitoba Labour Relations Act by a 1958 amendment to section 55 of the Act, which became effective April 10, 1958. Since the Act was passed, in 1948, civil servants and employees of government agencies were excluded thus:

55. This Act does not apply

(a) to Her Majesty in right of Manitoba or to employees of Her Majesty in right of Manitoba; or

(b) to any board, commission, association, agency, or similar body, whether incorporated or unincorporated, all members of which, or all the members of the board of management, board of directors, or other governing board, of which are appointed by an Act of the Legislature or by the Lieutenant-Governor in Council, or to the employees of any such board, commission, association, agency or similar body.

The Crown Corporations now brought under the Act are: The Manitoba Power Commission, The Manitoba Telephone Commission, The Manitoba Hydro-Electric Board, The Winnipeg Electric Railway and the Liquor Control Commission. According to press reports, the change will bring about 4,700 additional workers under the Act.

The majority of employees of Crown Corporations in Canada are covered by labour relations legislation but there is some variation in the way the legislation is applied.

Federal Crown Companies, which employ somewhere in the neighbourhood of 165,000 employees, are covered by the Industrial Relations and Disputes Investigation Act, in the same manner as employees in the industries subject to the jurisdiction of the Act, unless they are excluded by order in council. Only the National Research Council and some plants of Canadian Arsenal are now excluded, the Canadian Arsenal plants at Long Branch and Lindsay, Ont., which were formerly excluded, having been made subject to the Act on April 1, 1958.

Provincial Corporations commonly operate provincial and municipal utilities of various kinds such as hydro-electric systems,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



telephone systems, street railways, provincial liquor control boards and, in Saskatchewan, carry out in addition various other industrial and commercial enterprises. Provincial labour relations Acts vary somewhat in respect to coverage of such Corporations.

In Saskatchewan Her Majesty is stated to be an employer subject to the Act and employees of Crown Corporations are covered by the Trade Union Act in the same way as employees in industry generally.

The Newfoundland Labour Relations Act is like the federal Act. It specifically covers Crown Companies unless they are excluded by an order in council.

The New Brunswick Labour Relations Act excludes Crown Companies but provides that the Lieutenant-Governor in Council may bring them under the Act. The New Brunswick Electric Power Commission and the New Brunswick Liquor Commission have been brought under the Act by this method.

The Nova Scotia Trade Union Act does not apply to any "...board, commission or similar body of which any of the employees are subject to the Civil Service Act or the Public Service Superannuation Act or to the employees of... any such board, commission or other body". An order in council passed in 1956 states the right of government employees who are not covered by the Civil Service Act to become members of trade unions and establishes a procedure for negotiations between such employees and their employer apart from the procedure which applies to industrial employees under the Trade Union Act. The Nova Scotia Power Commission and the Nova Scotia Liquor Commission are dealt with under this Order.

The Acts of Prince Edward Island, Quebec, Ontario, Alberta and British Columbia make no mention of coverage of Crown Companies. The general rule of statutory interpretation is that if it is not specifically stated in the legislation that Her Majesty is bound, then the Crown is not bound by the law. However, it is not always easy to determine how far the immunity of the Crown extends with respect to agencies, commissions or corporations set up to carry out an industrial function and employees in some Crown Corporations in some of these provinces have been considered to be subject to the labour relations legislation (for example, the Ontario Hydro Electric Power Commission).

In Quebec certain essential utilities whether publicly or privately owned and in Prince Edward Island specified public utilities under private ownership are under

the general labour relations legislation but, as with the Crown Corporations in Manitoba, special provisions also apply. In Quebec, the Public Services Employees' Disputes Act prohibits strikes by employees engaged in the transmission of messages by telephone or telegraph; transportation, railways, tramways or navigation; and the production, transmission and the distribution or sale of gas, water or electricity. Any dispute arising between the employer and employees in these undertakings is to be submitted to arbitration in accordance with the provisions of a collective agreement if any exists and in other cases according to the provisions of the Quebec Trade Disputes Act. In Prince Edward Island, provision was made in 1953 for a special commission to hear and settle disputes between a public utility (i.e., a telephone or electric power company) and its employees. If the commission makes an award and the parties do not accept it and a strike vote is taken, a public hearing is held. After the hearing the commission must confirm or vary the previous award and its decision is then final and binding on the parties.

Under the amendment in Manitoba this year the major part of the Labour Relations Act applies to Crown Corporations and their employees in the same manner as to any other undertaking. The provision respecting the rights of employees and employers and outlawing certain unfair labour practices apply, as do the sections governing the procedure for certification of unions and negotiation of collective agreements.

The special procedure begins at the point where the union and the employing Crown Corporation have been unable to reach an agreement and a conciliation officer has been appointed by the Minister of Labour and has conferred with the parties without obtaining a settlement.

At this point, instead of the usual provision for the appointment of a conciliation board, the new section applying to employees of Crown Corporations provides for the appointment of a mediation board to be set up to mediate the difficulties and make an award in the dispute.

Provision is made for either party to the dispute to request the Minister of Labour in writing to appoint a mediation board and set out the difficulties encountered in the course of the bargaining, or the Minister may appoint a mediation board on his own initiative.

A mediation board is to consist of three members drawn from a list maintained by the Minister of persons nominated by employers, by trade unions representing

employees in the province, and by the Minister. The Minister is to nominate persons whom he considers to be independent with respect to the views of employers and employees and to be capable of acting as the chairman. When a mediation board is to be set up the Minister is required to notify the parties and each side to the dispute is to nominate a member from the list and the Minister will appoint a chairman.

Within seven days after receiving the report of the mediation board each of the parties must notify the Minister in writing as to whether or not it is prepared to accept the award. The award will be binding on the parties unless one of them notifies the Minister within the prescribed time limit that it is not prepared to accept the award.

The mediation board may fix the effective date of the award. If it does not do so, the award comes into force on the expiry date of the collective agreement, if there was an agreement in effect at the time notice to bargain was given, or, if there was no agreement, on the date the mediation board reports its award to the Minister.

Where a party to the dispute has notified the Minister within the prescribed time that it does not accept the award, it is required to file with the Minister a notice of appeal and serve it on the other party. Within 10 days, each party must file with the Minister and serve on the other party a statement of its argument respecting the award. Within 15 days of the filing of the last statement the Lieutenant-Governor in Council is to fix a time and place and hear evidence and argument presented by the parties respecting the award. As soon as possible after the hearing, the Lieutenant-Governor in Council is to make an order confirming or varying the award of the board, and the Minister is to send a copy of the order to each of the parties to the dispute.

The Lieutenant-Governor in Council may declare in his order that the uninterrupted operation of the business or the uninterrupted work of the employees in the bargaining unit is essential to the health and well-being of the people of the province. If such a declaration is made, the parties will be bound by the order of the Lieutenant-Governor in Council confirming or varying the mediation award and no strike or lock-out may take place. The question of essentiality of a degree to warrant prohibition of strike action is that determined by the Government in each case and may be with reference to specific groups of employees in the undertaking concerned.

Where the parties are bound by an award of a mediation board or an order of the

Lieutenant-Governor in Council, they must prepare a collective agreement giving effect to the award, give each other a true copy of the agreement and file a copy with the board.

If no declaration of essential work is made by the Lieutenant-Governor in Council the employer is no longer restrained from locking out the employees in the bargaining unit and the employees may strike, but not until they have applied to the Manitoba Labour Board to hold a strike vote. They may then strike within a 60-day period after the results of the vote are announced. Except in these circumstances strikes and lockouts are forbidden.

The Act was also amended to provide that where a collective agreement is in force between employees of a Crown Corporation and their employer and a dispute arises between the parties with reference to the revision of a provision of the agreement which is subject to revision during the term of the agreement, either party may in writing request the Minister to appoint a conciliation officer to assist them in settling the dispute. They are to file a statement of the difficulties involved in settling the dispute.

#### Conciliation Services in P.E.I.

As passed in 1945, the Prince Edward Island Trade Union Act set out the right of employees to join trade unions and to bargain collectively through a trade union and its duly chosen officers. It placed an obligation on an employer to "recognize and bargain collectively with the members of a trade union representing the majority choice of the employees eligible for membership in said trade union" when requested to bargain by its officers.

A procedure was added to the Act this year under which either the bargaining agent or the employer may, by notice, require the other to meet for negotiation of a collective agreement after a union has been certified. Where notice to negotiate has been given, the certified bargaining agent and the employer must, within 15 days from the date of notice or such time as both parties have agreed upon, meet and commence bargaining and make every effort to conclude an agreement.

A procedure for certifying unions was added to the Act by a 1953 amendment which also enacted new provisions for the settlement of disputes in public utilities by arbitration without resort to strike action.

In regard to the settlement of other disputes, the Act, when passed, did not provide for conciliation by government officers or by conciliation boards, as the other pro-

vincial Acts do, but it forbade strikes and lockouts unless and until all differences between the parties have been submitted to arbitration in conformity with the Arbitration Act. This year's amendment, however, provides for the appointment of a conciliation officer on the request of either party in writing to the Minister of Labour after a notice to commence collective bargaining has been given and bargaining has not begun within the specified time limit. The request is to be accompanied by a statement of any difficulties which have been encountered before collective bargaining began or during the course of the bargaining. The conciliation officer is to assist the parties to conclude a collective agreement or a renewal or revision of a previous agreement. The Minister is also authorized in his own discretion to instruct one or more conciliation officers to confer with the parties engaged in collective bargaining.

There is no provision in Prince Edward Island as there is in the other provinces for the appointment of a conciliation board by the Minister in the event that the conciliation officer fails to effect a settlement of the dispute. As noted above, in place of this provision, the Prince Edward Island Act forbids strikes and lockouts until the dispute has been submitted to arbitration under the Arbitration Act. Subject to the terms of any existing collective agreement, when a trade union files its constitution, as required by the Act, an agreement will be deemed to exist to submit all present or future differences to arbitration. Nevertheless the Act contemplates an ultimate recourse to strike action in that a procedure was set out in the Act in 1953 for a government-supervised strike vote.

### Amendments to Ontario Act

Because the Select Committee of the Ontario Legislature on Labour Relations\* was still continuing its deliberations, only minor amendments were made to the province's Labour Relations Act at the 1958 session. The most important of these dealt with the times at which a new union may make application for certification or a certified union may apply for decertification in cases where collective agreements of varying durations are in force.

\*Appointed March 27, 1957 "to examine into and report regarding the operation and administration of the Labour Relations Act in all its aspects." The Committee presented an interim report on March 25, 1958 (L.G., June, p. 615), held further hearings from April 28 until May 15, then adjourned until June 9, when it began consideration of its report.

On introducing the Bill in the Legislature, the Minister of Labour stated that the amendment is "designed to provide greater stability in industry by giving greater protection to long-term agreements," the change affecting only collective agreements made for a period longer than one year. Where an agreement is for a term of not more than two years, application may be made during the last two months of its operation. Where the agreement is for a term of more than two years, application may be made during the twenty-third and twenty-fourth months of its operation or during the two months preceding any anniversary date or the two months preceding the termination of the agreement. If the agreement is for a fixed term but provides that it will continue in effect for a further term or successive terms if either party fails to give notice of termination or of a desire to bargain with a view to renewal, a new certification application may be made during the last two months of each successive year or after the commencement of the last two months of operation.

Until this year the Ontario Act was like the federal Act and the Acts of most of the other provinces in that, for the purpose of permitting applications for certification when agreements were in force, it treated all agreements as if they were one-year agreements and allowed such applications to be made after 10 months of the agreement had expired. (The principal exceptions to this rule are Quebec and Alberta, Quebec authorizing applications to be made between the 60th and 30th day prior to the expiry of the agreement—which may be for as long as three years—and Alberta having amended the Labour Act in 1957 to provide that where the term of an agreement is not in even years, e.g., 18 months, application may be made during the last two months of the agreement.)

A further amendment made this year provides that where the Minister of Labour is requested by either party to an agreement to appoint arbitrators for the purpose of arbitrating disputes arising out of the interpretation or alleged violation of an agreement he may refer any question as to whether a collective agreement is in existence or as to which parties are bound by it to the Labour Relations Board for determination.

The Lieutenant-Governor in Council was given authority to appoint additional persons representative of employers and employees to act as members of the Board on the request of the chairman or vice-chairman. Last year, due to the volume of work pending before the Board, the constitution



of the Board was revised in order to enable it to sit simultaneously in two divisions and the vice-chairman was made a permanent member to head one of the divisions. Each division of the Board at present consists of three persons, the chairman or vice-chairman and one employers' member and one employees' member.

### **Alternate Members of Saskatchewan Board**

The Saskatchewan Trade Union Act was also amended with respect to membership on the Labour Relations Board. The Saskatchewan Board consists of seven members including a chairman and vice-chairman and is equally representative of employers, employees and the public. The amendment this year provides for the appointment of three alternate members, representing each of these groups, to act as a member of the Board in place of a member similarly representative who for any reason is unable to act.

### **Policemen and Firemen in Ontario**

Minor changes were made to the Ontario Police Act and the Fire Departments Act with respect to the duration of collective agreements.

Since 1947 these two statutes have provided for collective bargaining and compulsory arbitration of disputes between full-time paid firefighters and the municipal authority and between full-time members of the municipal police force and the municipal council. Members of a municipal police force are forbidden to join a trade union or any organization affiliated with a union, but may belong to an "association" limited to one police force which has as its object the improvement of the working conditions and pay of its members. There is no such prohibition on firefighters.

With respect to the duration of agreements, the Acts provide that a collective agreement will remain in force until the end of the year in which it came into effect and thereafter until replaced by a new agreement. The 1958 amendments permit the parties to make agreements to remain in force until the end of the year following the year in which it comes into effect (i.e., two-year agreements) and thereafter until replaced by a new agreement.

A further amendment to the Fire Departments Act provides that all collective agreements and all decisions and awards of arbitration boards must be in writing. Since 1956 agreements under the Police Act have had to be in writing.

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## **Changes in Safety Legislation in 1958**

### **Ontario, New Brunswick and Nova Scotia amend Acts relating to safety**

Three Acts relating to safety were amended in 1958, the Ontario Trench Excavators Protection Act, 1954; the New Brunswick Stationary Engineers Act; and the Nova Scotia Steam Boiler, Pressure Vessel and Refrigeration Plant Inspection Act.\*

#### **Trench Excavation Protection**

The 1958 amendment to the Ontario Trench Excavators Protection Act, 1954, defines the term "trench" more specifically, excludes certain types of excavation from the Act, and imposes on the owner of the land or the contractor specific obligations designed to increase the safety of trench workers.

Five provinces have special legislative provisions for the protection of trench workers. In the Ontario Trench Excavators

Protection Act, the only Canadian Act designed exclusively for the protection of persons working in trenches, these special provisions are incorporated largely in the Act itself; the regulations under this Act (O. Reg. 136/55 (L.G. 1955, p. 1173)) are concerned mainly with detailed requirements for shoring.

In the other four provinces, the special provisions are contained mainly in regulations made under Acts that have a wider scope. These Acts and the relevant regulations are as follows: Quebec—the Industrial and Commercial Establishments Act (O.C. 652) (L.G. 1956, p. 1293); Manitoba—the Building Trades Protection Act (Regulation 43/56) (L.G. 1956, p. 1039); Alberta—the Workmen's Compensation Act, Regulation No. 15 (L.G. 1942, p. 682), now Alta. Reg. 782/57; and British Columbia—the Workmen's Compensation Act (General Accident Prevention Regulations, effective September 1, 1950).

\*Amendments to the Ontario Mining Act and to the Coal Mines Regulation Act in Nova Scotia will be reported in a separate article in a later issue.

Standards to be observed in trench excavation work are also set out in accident prevention regulations for construction and related industries issued by the Workmen's Compensation Board of Saskatchewan for the guidance of the industry.

The Ontario Act is administered by the municipalities, except in territory without municipal organization, in which case it is the responsibility of the Department of Labour. The Act provides that the council of every local municipality shall, by by-law, appoint one or more inspectors to enforce it; in territory without municipal organization, the Lieutenant-Governor in Council may appoint inspectors.

The Act further provides that an inspector may enter any land for the purpose of carrying out an inspection and that no person shall obstruct an inspector in the performance of his duties or furnish him with false information. Where an inspector finds that any provision of this Act or the regulations is being violated, he may give such order in writing as he thinks necessary to secure compliance therewith, and until such order is carried out the work upon that part of the trench in which the violation occurs shall be suspended.

The Department of Labour administers the legislation in Quebec and Manitoba. The Manitoba Act requires that in municipalities in which it is necessary to obtain a permit before commencing any building or excavation the official issuing the permit shall advise the Minister of Labour once each week of permits issued, giving the location and estimated cost of the work. In Alberta and British Columbia, the Workmen's Compensation Board is the administrative authority.

The special legislative provisions, with certain exceptions, apply to excavations four feet or more in depth—six feet in Manitoba—where the depth is at least equal to the width.

The Ontario Act excludes several types of excavation. The principal exclusions made prior to this year are: a trench where the work is done by the owner in person; a trench into which no person is required to enter; and a trench, mechanically excavated and back-filled, for a pipe-line or conduit whose sections are permanently assembled before being mechanically placed in the trench. Additional exclusions made in 1958 are: (a) a cutting for the right-of-way of a highway or railroad—exclusions already existing in the Alberta regulations; (b) construction work where men are employed in compressed air; construction of tunnels and open caisson work; construction of coffer dams and crib work in water or

other places where pressure of sand, water or soil is likely to endanger human life, these excavations being covered by Section 10 of the Department of Labour Act and regulations made under that section; and (c) an excavation for a grave.

The 1958 amendment to the Ontario Act re-defines the term "trench". Prior to this amendment "trench" meant "any excavation in the ground where the depth of the excavation exceeds the width". The amended definition of "trench" is: "any excavation in the ground where the vertical dimension from the highest point of the excavation exceeds the least horizontal dimension of the excavation, such dimensions being taken in a vertical plane at right angles to the longitudinal centre line of the excavation."

The 1958 Ontario amendment also added to the responsibilities of the owner of the land or the contractor by requiring that he cause to be inspected by a qualified person, at least once in each eight-hour period that a person is working in or near a trench, the condition of the trench, the shoring and timbering, the soil or rock piled and equipment stored or used in or near the trench, and the fences, ladders and other things provided for the safety of any person in or near the trench. The person making this inspection must immediately take any remedial action that he deems necessary to protect the safety of any person in or near the trench.

In Quebec, the regulations state that all equipment must be examined prior to use in trench-making operations by a qualified person designated by the employer and, if necessary, repaired immediately.

The Manitoba regulations, which also include general construction, provide that all ropes, cables, chains, blocks, and like equipment or apparatus shall be carefully inspected by the contractor or the person in charge of the work before being used in any work or project, and at frequent intervals as the work progresses; equipment found to be defective shall not be used thereafter, except under such conditions as may be permitted by written order of an inspector.

In British Columbia, the employer is responsible for the regular inspection of all structures, machinery and equipment by a competent person as often as the character of the equipment and type of operation require. Defective equipment or unsafe conditions found by these inspections must be remedied.

Other provisions not changed in 1958 relate to notification of intention to excavate and to the wide range of safety rules in all five provinces.

Notification to excavate is required in the Quebec, Ontario and Manitoba legislation. The owner of the land, the contractor, or the employer, before starting work on a trench, must notify, in writing, the appropriate administrative authority in the jurisdiction in which it is proposed to excavate, submitting particulars, which vary in the different provinces, such as: the name and address of the owner of the land, the contractor, the employer, and the person who will be in charge of the trench work; trench specifications and drawings; the date work will begin; and particulars in connection with the soil, location of pipes, conduits, and prior excavations in or adjacent to the proposed excavation.

Safety rules have been made dealing with the employer's general responsibility for the safety of trench workers; supervision of trench work; shoring requirements; scaffolding requirements; the use of mechanical equipment; ladders; the storage, transportation and use of explosives; gas fumes, rock dust and similar hazards; the use of protective hats; the location of excavated material, tools and other objects; lighting; barricades and fences; first aid; and several other matters.

## Boilers and Pressure Vessels

In New Brunswick, the provision of the Stationary Engineers Act which stipulates that a boiler or pressure vessel may not be used unless it is insured by an insurance company licensed to transact boiler and machinery insurance under the provisions of the Insurance Act, or has been inspected by the boiler inspection branch of the Department of Labour, was amended to provide that in any proceedings for a violation of this provision the burden of proving that a boiler or pressure vessel is insured shall be upon the person charged.

In Nova Scotia, the Steam Boiler, Pressure Vessel and Refrigeration Plant Inspection Act was amended to give authority in specific terms to the Governor in Council to make regulations prohibiting the use of a steam boiler pressure vessel or refrigeration plant for which a prescribed certificate of inspection is not in effect; governing welding methods and procedures to be used; providing for the registration of boiler welders and employers of such welders; providing for the testing, approval and recording of welding procedures used by employers; prescribing qualifications and tests for welders; and permitting the adoption, as regulations, of codes or standards. Under the general authority for regulations, rules respecting a number of these matters are already in effect.

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# Legal Decision Affecting Labour

**Saskatchewan Court of Appeal confirms principle that, in *certiorari* proceedings, Court cannot sit in appeal from Labour Board's decision**

On May 5, 1958, the Saskatchewan Court of Appeal, in *certiorari* proceedings to quash an order of the Saskatchewan Labour Relations Board, ruled that when an order of an administrative tribunal is challenged for errors on the face of the order, no further material, for example, by way of supporting affidavits, is necessary and such affidavits are not to be considered. On the other hand, when the alleged grounds for quashing of an order is the denial of natural justice the Court is to consider the affidavit evidence to ascertain the facts which are necessarily relevant to the issues and not extrinsic or extraneous to the grounds relied on.

The circumstances of the case were related by Mr. Justice Culliton, who delivered the opinion of the Court.

MacCosham Storage and Distributing Company (Saskatchewan) Limited made an application to the Court to quash an order made by the Labour Relations Board of Saskatchewan on February 11, 1958.

Under the order the Board found that the company in discharging one Frank Girling on November 22, 1957, engaged in an unfair labour practice within the meaning of s. 8 (1) (c) of the Trade Union Act, and ordered the company to reinstate the said employee and to pay him \$284 for the monetary loss he suffered.

The Company's application for quashing the order was based on the following grounds.

The order showed an error on its face in failing to specify or to disclose the facts that made the discharge in question an unfair labour practice within Section 8 (1)



(c) of the Trade Union Act; in requiring the Company to reinstate the employee within 24 hours from service of the order instead of forthwith; this delay in effectiveness of the order on its face contradicts the finding of an unfair labour practice; in stating that the application for an order was made in respect of discharging of an employee on November 22, 1957.

Further the Company argued that the findings of the Board were contrary to natural justice because the evidence presented by the Company showed that the employee was discharged for cause and there was no evidence of discharge for any other reason; the absence of natural justice was so fundamental to the jurisdiction of the Board as to render its findings of no effect. As a consequence of quashing of the order, the Company also asked for the quashing of the order fixing the monetary loss of Girling and its payment.

In support of this application the affidavits of the Manager of the Company and of M. A. Macpherson, QC, were filed. The union, Canadian Brotherhood of Railway Employees and other Transport Workers, Division No. 189, in opposing the Company's application, filed the affidavit of its counsel, and the Board the affidavit of its chairman.

When the motion came on for hearing, counsel for the Board raised, *inter alia*, the following preliminary objections: that certain paragraphs in the Company's affidavit contained matters entirely irrelevant, and facts that the Court could not consider on this application; and that the affidavits of M. A. Macpherson, QC, and the union's affidavit were both irrelevant and should not be considered by the Court.

Counsel for the union supported counsel for the Board in these objections and agreed that his affidavit was in no different position than those to which objection had been taken.

In disposing of these preliminary objections raised by counsel for the Board against the Company's application to quash the Board's order, the Court first considered the question whether the application at bar was of the kind in which the Court should consider the affidavit evidence.

In the opinion of the Court the grounds supporting the Company's contention that the order shows an error in law on its face could be argued without further material. Also no material was required to support the contention that the order fixing the monetary loss suffered by the employee and directing payment thereof should be

quashed as a consequence of quashing of the order finding that the Company had engaged in an unfair labour practice.

However, in disposing of the Company's contention that the order of the Board should be quashed on the ground that there had been a denial of natural justice, the Court in ascertaining the facts would have to look at affidavit evidence filed in support of the application (*The King v. Wandsworth Justices*, (1942) 1 K.B. 281). But, the Court added, this general statement is subject to the well-accepted principle that the facts alleged in the affidavit must be relevant to the questions in issue and must not relate to matters extrinsic and extraneous to the grounds relied upon. Within these terms, then, affidavit evidence would be admissible on this application.

In determining the relevancy of the affidavits to the issues raised, the Court added, it must be kept in mind that the application at bar is a *certiorari* application, and the Court cannot sit in appeal on the decision of the Board, and consequently the applicant is restricted to the grounds set forth in the notice of motion.

The Company in its contention that there was a denial of natural justice argued: (a) that the evidence of the Company showed that the employee was discharged for cause; (b) that there was no evidence of discharge for any reason other than cause; or (c) alternatively, if there was any such evidence such evidence was not creditable.

Mr. Justice Culliton stated that he had read carefully all the affidavits which were submitted to the Court. He could not find anything that would assist the Court in determining as a fact whether the Company was denied natural justice on the grounds claimed in its application. He could not find anything of evidential value to support the Company's contention that there was no evidence, or alternatively, no creditable evidence upon which the Board could base its findings; nor was there a suggestion that the Board did not give full opportunity to all parties concerned to produce their evidence and present their arguments.

In conclusion the Court held that the affidavits presented were not relevant to the issues raised in the application at bar and should not be considered by the Court. Preliminary objections raised by the Board against the Company's application were sustained.

*MacCosham Storage & Distributing Co. (Saskatchewan) Ltd. v. Canadian Brotherhood of Railway Employees and other Transport Workers, Division No. 189, (1958) 13 DLR (2d), Part 3, p. 246.*

# Recent Regulations under Provincial Legislation

Rules under Saskatchewan Apprenticeship<sup>1</sup> and Tradesmen's Qualification Act are consolidated. Plumbing trade code published in New Brunswick

The general and special trade rules for the 15 trades designated under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act have been consolidated into one order and re-issued.

Standards for plumbing work and equipment and some rules with respect to permits and qualifications of plumbers are set out in the *Code for Plumbing Services* recently published by the Plumbing Branch of the New Brunswick Department of Municipal Affairs.

Other regulations deal with work weeks of fishing establishments in Quebec and statutory holidays occurring during a vacation period in Alberta.

## Alberta Labour Act

In Alberta, an amendment to the general vacation order providing for a week's vacation with pay after a year's service and two weeks after two years was gazetted on June 14 as Alta. Reg. 142/58. As a result, an employer is still required to allow an employee an extra day immediately following his vacation if a statutory holiday on which the employer's place of business remains closed occurs within the employee's vacation period, but is not now obliged by this order to pay him wages for that extra day.

## New Brunswick Plumbing Trade Act

The Plumbing Branch of the New Brunswick Department of Municipal Affairs recently published regulations governing the installation and repair of plumbing and sewerage systems to be known as *A Code for Plumbing Services*. The Code was previously adopted by Order-in-Council under the authority of the Plumbing Trade Act.

As provided in the Act (L.G. 1955, p. 833), the Code may be brought into effect in any area by an order of the Lieutenant-Governor in Council or by a municipal by-law.

In addition to setting out specific standards for work and equipment, the Code lays down some rules with respect to permits, qualifications of plumbers and inspection. Except for minor repairs, no construction, reconstruction, replacement, alteration or disconnection of a plumbing system may be commenced without a permit from the plumbing inspector.

An application for a permit must be accompanied by specifications and also by plans if the installation consists of more than five fixtures.

A permit will not be issued to any person who does not hold a certificate of qualification as a journeyman plumber under the Trades Examination Act, plumber's licence under the Health Act, or a certificate stating that he is an apprentice in the plumbing trade serving under the immediate supervision of a qualified person.

A permit will be valid for six months or for the period fixed by the plumbing inspector.

All new work and, where necessary, portions of existing work will be subject to inspection, at the conclusion of which the inspector may issue a certificate of approval.

## Quebec Minimum Wage Act

Order 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province of Quebec, was amended by O.C. 692 of June 26 to include fishing establishments in the electoral districts of Saguenay, Matane, Gaspé and Bonaventure among the list of establishments deemed to be without a fixed work week. This means that employees in these places are not entitled to overtime.

Other places without a fixed work week are: fishing establishments in the Magdalen Islands, cemetery undertakings, diamond drilling operations, snow-clearing undertakings and open air sporting clubs.

## Saskatchewan Apprenticeship and Tradesmen's Qualification Act

A consolidation of the general and trade regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act approved by O.C. 1065/58 was gazetted on June 20, replacing regulations authorized by O.C. 2120/53 (L.G., 1953, p. 1816).

All the trade rules specify the minimum number of hours to be worked before a person may obtain a certificate of journeyman's status. These range from 4,000 to 10,000. The lowest minimum, 4,000, applies in the barbering and beauty culture trades. In three construction trades, bricklaying, painting and plastering, the minimum for a journeyman's certificate is 6,000 hours. A minimum of 8,000 hours must be worked in the carpentry, motor vehicle body repair,

radio and television electronics and sheet metal trades. This minimum also applies to the electric arc welding and gas welding trades, except that, if a person holds a journeyman's certificate in one type of welding, he need work only 2,000 hours to qualify in the other welding trade. In the motor vehicle mechanics repair, pipefitting and plumbing trades, tradesmen must work at least 10,000 hours before being eligible for a certificate of journeyman's status. In all cases, time credits for appropriate trade training are included.

Only a limited number of apprentices may be employed in any establishment. In the barbering, beauty culture, electrical and radio and television electronics trades, there must be one journeyman for every apprentice employed except that, if no journeymen are engaged, an employer in the radio and television electronics trade may have one apprentice. This exception also applies in the electrical trade provided the establishment is not located in any city or within a five-mile radius of a city.

In the sheet metal trade, the ratio of apprentices to journeymen is one to two, with an employer being permitted one apprentice in establishments where fewer than two journeymen are employed.

In the 10 other designated trades, the ratio of apprentices to journeymen is one to three. In the bricklaying, electric arc and gas welding, painting, pipefitting, and plastering trades, however, in places where fewer than three but at least one journeyman are employed, the employer may have one apprentice. In the carpentry, motor vehicle body repair, motor vehicle mechanics repair and plumbing trades, employers are permitted one apprentice in establishments where there are fewer than three journeymen.

Provincial quotas are also set for seven trades. The number of registered apprentices in the radio and television electronics trade may not exceed the total of journeymen regularly engaged in the trade in the province. In the sheet metal trade, the provincial ratio of apprentices to journeymen is one to two. In the carpentry, electrical, motor vehicle body repair, motor vehicle mechanics repair, and plumbing trades the total of registered apprentices may not exceed one third the number of journeymen in the province.

Provision is made in certain trades for indenturing apprentices to the Director of Apprenticeship. In the electric arc and gas welding trades, in the motor vehicle

body and mechanics repair trades and in the carpentry, plumbing, radio and television electronics and sheet metal trades, one person in any establishment who is not a journeyman but is regularly engaged in the trade may enter into a contract of apprenticeship with the Director. This practice also prevails in the electrical trade except in the cities and a five-mile radius.

Every tradesman and every apprentice in the barbering, beauty culture and motor vehicle mechanics repair trades must hold a certificate of status in his trade. Certificates of status are also obligatory in the carpentry, motor vehicle body repair, plumbing and sheet metal trades for tradesmen in the cities or in the town of Melville or a five-mile radius. Employers in all of these trades and in the places indicated are prohibited from hiring a person unless he holds a certificate of status.

An apprentice barber may not be paid less than the minimum fixed by an order under the Minimum Wage Act or 60 per cent of gross earnings, whichever is greater. An apprentice in the beauty parlour trade may not receive less than the minimum wage.

During the first 1,000 hours of his apprenticeship, an apprentice electrician must be paid not less than 50 cents an hour, or 40 per cent of the prevailing journeyman's hourly rate or 40 per cent of the average hourly journeyman's rate paid by the employer, whichever is the greatest. Upon the completion of each 1,000 hours of work, the regular wages of an apprentice are to be increased progressively until during the last 2,000 hours, when the minimum is to be not less than 70 per cent of the prevailing journeyman's rate or the rate paid to journeymen by the employer, whichever is greater.

The general regulations provide that during the first 1,000 hours of his apprenticeship, an apprentice in any of the other designated trades may not receive less than the current minimum wage rate for the area, or 40 per cent of the prevailing journeyman's hourly rate or 40 per cent of the average hourly journeyman's rate paid by the employer, whichever is the greatest. Reasonably equal increments are to be given upon the completion of each 1,000 hours until the last 1,000 hours, when the minimum payable is 90 per cent of the prevailing journeyman's rate or the rate paid to journeymen by the employer, whichever is greater.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit and of claimants in "live" file both drop 24 per cent in May from April figures, and total of payments made during month drops 23 per cent, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in May was 165,075, a figure 24 per cent below the 217,500 in April but 58 per cent higher than the 104,326 claims filed in May 1957.

These totals approximate the number of new cases of recorded unemployment among insured people, in that persons who separate from employment and wish to draw benefit are required to file either an initial or a renewal claim. Cases in which the claimant has exhausted his regular benefit and benefit is extended under seasonal terms also come into the category of "initial" claims. Such claims do not constitute new cases.

The number of persons having a claim for benefit in the "live" file was 551,103 on May 31, a decline of 171,000 or 24 per cent from the total of 722,252 for April 30. These totals include claimants for seasonal benefit numbering 183,059 on May 31 and 226,870 on April 30. Seasonal benefit was not applicable on May 31, 1957, the number of claimants for regular benefit being 250,283. The April to May decline in the number of claimants for regular benefit was 26 per cent.

While claimants for seasonal benefit showed a seasonal decline (19 per cent), they increased slightly in relative importance, comprising 33 per cent of the total on May 31 in comparison with 31 per cent on April 30. A factor contributing to this relative increase is that claimants who exhaust their entitlement to regular benefit and who remain in claimant status have payments extended under the seasonal benefit terms, thus causing a certain number to shift from regular to seasonal benefit.

A sharp reduction occurred in the number of fishing claimants, who declined from 12,578 on April 30 to 6,552 on May 31.

Since contributions in respect of employment in fishing first became payable on April 1, 1957, the duration of benefit for these claimants is relatively shorter than for others.

The usual seasonal decline was shown in the proportion of male claimants, who numbered 409,051 on May 31 as against 570,818 on April 30, comprising 74 per cent of the May 31 total as against 79 per cent on April 30. Ninety-five per cent of the seasonal decrease in the number of claimants was accounted for by males. This is associated with the highly seasonal character of certain industries, such as construction, which employ mostly males.

On May 31, postal claimants accounted for 39 per cent of the total, a decline of 3.4 percentage points from the 42.4 per cent who were postal on April 30. Seasonal benefit claimants were 47 per cent postal, whereas only 35 per cent of regular claimants were in this category.

Two thirds of the persons having a claim in the live file on May 31 had been in claimant status nine weeks or more, and one third had a record of 20 or more weeks. On April 30 these proportions were 65 and 25 per cent, respectively. On May 31, 1957 seasonal benefit was inoperative.

Initial and renewal claims adjudicated during May totalled 172,006, of which 150,893 or 88 per cent were entitled to benefit. Of the 115,046 initial claims adjudicated, 8,965 or 8 per cent were found

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

Benefit payments during May totalled \$51,700,000, a 23-per-cent drop from the \$66,700,000 paid out during April. Last year's payments (\$26,300,000) were below this year's partly because seasonal benefit was not then applicable in May.

The average weekly payment was \$21.10 for May, \$21.59 for April and \$20.96 for May 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books or contribution cards have been issued to 2,138,492 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At May 31 employers registered numbered 301,486, a decrease of 1,648 since April 30.

### Enforcement Statistics

During May, 5,876 investigations were conducted by enforcement officers across Canada. Of these, 4,180 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 119 were miscellaneous investigations. The remaining 1,577 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 113, cases, 8 against employers and 105 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,082.\*

### Unemployment Insurance Fund

Revenue received in May totalled \$20,579,908.18 compared with \$15,552,419.16† in April and \$18,460,786.19 in May 1957. Benefits paid in May totalled \$51,626,650.72 compared with \$66,649,644.72† in April and \$26,249,196.58 in May 1957. The balance in the fund on May 31 was \$662,056,156.77; on April 30 it was \$693,102,899.31† and on May 31, 1957, \$846,819,435.32.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1529, June 17, 1958

**Summary of the facts:** The claimant, married, 30 years of age, who registered for employment as a stenographer, filed a postal claim for benefit at the office of the Unemployment Insurance Commission in S..... Ont., on May 2, 1957, stating that she had worked as such in C....., Ont., from May 19, 1953 to March 22, 1957, when she voluntarily left to reside with her husband in B....., Ont. At the time of separation from this employment, her rate of pay was \$58.40 a week.

The local office notified the claimant by letter, on August 9, 1957, of continuing employment as a stenographer at E....., Ont., a distance of 58 miles from her home, at a wage ranging from \$50.00 to \$75.00 a week. The letter also instructed the claimant to apply for the position by 11.00 a.m. on August 12, 1957. According to the submissions, the prevailing rate of pay in the district for that type of work is from \$200 to \$300 a month depending on experience. The hours of work were eight a day and 40 a week, day work. Bus transportation was available between these two points.

The claimant did not apply for the employment, stating, in a letter dated August 13, 1957, that she had received the local office's letter on August 12; that she and her husband lived with their children in B....., where he is employed, and that transportation to and from E..... was not favourable during the winter months. On August 14, 1957, the S..... office commented that there was little possibility of the claimant obtaining employment in B..... and that transportation was difficult in the winter months.

The insurance officer disqualified the claimant from receipt of benefit from August 11, 1957 to September 21, 1957, because, in his opinion, she had, without good cause, failed to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees, which heard the case in S....., Ont., on September 19, 1957. The board, by a unanimous decision upheld the dis-

\*These do not necessarily relate to the investigations conducted during this period.

†Revised from the interim figure published on April 30.

qualification imposed under section 59 (1) (a) of the Act and imposed an additional disqualification under section 54 (2) (a) of the Act, effective August 11, 1957, on the ground that the claimant, by restricting her employment to B....., where opportunities of work for her were virtually non-existent, was deemed not to be available for work.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on the grounds that the local office's letter of August 9, 1957, herein before referred to, which requested her to apply to the prospective employer at 11.00 a.m. on August 12, 1957, did not reach her until the afternoon of the latter-mentioned date. She added also: "I could not have gone to E..... until the next day. Mail is not delivered in B..... until at least 11.30 a.m., and then sorted. The exact time I cannot say, but the time to go for mail to be picked up is about noon hour, and afternoon".

**Conclusions:** On the facts before me, I find that the board of referees erred in maintaining the disqualification imposed by the insurance officer pursuant to section 59 (1) (a) of the Act. The claimant's contention that she received the local office's letter after 11.00 a.m. on August 12, 1957 has not been refuted. Consequently, in view of the wording of the letter and of the distance (58 miles) and expenses involved, I consider that, in the particular circumstances of the claimant's case, the reason which she advanced to explain her failure to apply for the position constituted "good cause" within the meaning of the aforementioned section, in that it was reasonable for her to believe that it would have been useless to go and apply for the position any later than at the time specified in the letter of notification.

As to the question of the claimant's availability for work, it was not before the board of referees, inasmuch as the said question had been submitted to an insurance officer in accordance with section 68 of the Act and no action had been taken by him pursuant to section 69. Therefore, following the principle established by my predecessor in decisions CUB-1251 and CUB-1308, it was *ultra vires* of the board of referees to impose a disqualification under section 54 (2) (a) of the Act and its decision to that effect must be treated as a nullity.

The appeal is allowed.

As I said in a recent decision, namely CUB-1527, I might well have reached a different conclusion if this case had been referred to me strictly on a question of availability under section 54 (2) (a) of the Act.

Decision CUB-1531, June 20, 1958

**Summary of the facts:** The claimant, who was employed as an assembler by the G..... company at O....., Ont., filed a renewal application for benefit following a mass layoff at the company's plant during the week commencing August 18, 1957.

In a weekly report (form UIC497) signed by the claimant on September 3, and received in the O..... local office on September 4, 1957, the space provided in the said report form for declaring earnings for the week commencing August 18, 1957, was left blank. However, the local office learned from the employer that the claimant had worked during the week of August 18 and had been paid for the period in question on August 30, 1957, which was prior to the date claimant had signed the weekly report form. In fact, the employer reported that the claimant had worked on August 19, 20, 21 and 22, 1957, for which he had received \$39.79.

This information was referred to the claimant for comment and, on September 20, 1957, he stated on Form UIC 201B that his wife had completed the weekly report form and he had signed it without looking to see if it had been filled out correctly.

On September 27, 1957, the insurance officer notified the claimant that his earnings for the week commencing August 18, 1957, had been determined to be \$39.79 (section 172 of the U.I. Regulations) and that he was also disqualified in the amount of \$27.00 under section 65 of the Act for having incorrectly declared his earnings for that week.

The claimant appealed to a board of referees on October 4, 1957, contending that, as he had erred in reporting his earnings for the week commencing August 18, 1957, and had subsequently rectified this error of his own volition, he should not have been disqualified under section 65 of the Act.

The board of referees, which heard the case in O....., Ont., on October 30, 1957, unanimously dismissed the appeal on the ground that, as the claimant had been on benefit before and consequently was familiar with the method of reporting earnings, he had not shown "cause for confusion on his part," although his action in later voluntarily rectifying his error was commendable.

The interested union of which the claimant is a member appealed to the Umpire on November 7, 1957, and stated in part:

Mr. A..... made an honest error in reporting his earnings which in my opinion could happen to any person. When Mr. A..... received his money from the Unemployment Insurance Commission Local Office, he immediately knew an error had been made and he reported to my office. I

(continued on page 909)



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 256 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 220 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture .....	1	\$ 21,000.00
Defence Production .....	96	341,992.00
Post Office .....	18	236,117.39
R.C.M.P. ....	2	15,733.77

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during June

During June the sum of \$2,319.03 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 163 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto).

### Department of Agriculture

*Near Rivers Man:* Mamezasz Bridge Construction & Acorn Construction Ltd, construction of dam & spillway, etc, Minnedosa River.

### Central Mortgage and Housing Corporation

*Gander Nfld:* Eastern Woodworkers Ltd, construction of housing units, CMHC 6/57; Sidney Burry, exterior painting of housing units, CMHC 2/53. *St John's Nfld:* Hubert Stokes, exterior painting of housing units, VR 1/49. *Chatham N B:* North Shore Construction Ltd, hard surfacing of roads & drives, DND 6/54. *Camp Gagetown N B:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, site improvement & planting, DND 53/54. *Aylmer Que:* J M Montpetit, exterior painting, project 1/48. *Bagotville Que:* Barnabe & Fils Ltd, construction of school extensions, DND 3/57. *Valcartier Que:* C Jobin Ltd, construction of school & gymnasium, DND 9/57. *Camp Borden Ont:* Evans Contracting Co Ltd, site improvement & planting, DND 14/55; Borgstrom Brothers Ltd, site improvement & planting, DND 15/56. *Deep River Ont:* Louis Markus & Son Ltd, construction of foundation posts & renovations to bldgs, AECL 21/57. *Toronto Ont:* Oldcastle Nurseries Ltd, site improvement & planting, FP 5/54. *Kamsack Sask:* Joe Beer, \*exterior painting of housing units. *Moose Jaw Sask:* J H From Ltd, site improvement & planting, DND 4/55. *Regina Sask:* Les-Mair & Co, exterior painting of housing units, VR 2-6; Yarnton Decorating Co Ltd, exterior painting of housing units, VR 8/49.

### Department of Citizenship and Immigration

*The Pas Indian Agency Man:* F W Sawatzky Ltd, construction of ancillary bldgs, Guy IRS, Clearwater Lake. *Williams Lake Indian Agency B C:* Cariboo Electric & Plumbing Co, installation of stokers & equipment, Cariboo IRS.

### Defence Construction (1951) Limited

*Goose Bay Labrador:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of extension to school; W A Moffatt Co, replacement of roof covering & flashings on hangars & leantos. *Gander Nfld:* Dominion Structural Steel Ltd, supply & erection of structural steel & steel joists for drill & recreation hall, etc. *Halifax N S:* Annapolis Valley Construction Ltd, construction of canteen bldg, *HMC Dockyard*; Fundy Construction Co Ltd, construction of damage control school & outside services; Quemar Co Ltd, construction of submarine battery charging bldg, *HMC Dockyard*; Standard

Construction Co Ltd, repairs to CVD jetty. *Camp Gagetown N B*: Forbes & Sloat Ltd, construction of POL bulk storage bldg & outside services. *Chatham N B*: Foundation Maritime Ltd, supply & installation of bulk fuel storage & handling equipment. *St Johns Que*: Desourdy Freres Ltee, construction of prestressed reinforced concrete water reservoir. *Ville la Salle Que*: Conway & Whittaker Co Ltd, painting & waterproofing exterior walls, Naval Supply Depot. *Angus Ont*: Brennan Paving Co Ltd, resurfacing of roads, RCAF Station. *Camp Petawawa Ont*: M J Sulpher & Sons Ltd, construction of physical training bldg & outside services; Douglas Bremner Construction Ltd, construction of pontoon storage bldg & workshop bldg; A Janin & Co Ltd, construction of medical & dental equipment depot bldg. *Downsview Ont*: Gardiner-Wighton Ltd, construction of wing & addition to animal colony, Defence Research Medical Laboratories. *Gloucester Ont*: E P Electric Products Co Ltd, supply & installation of power & communication cables. *Ottawa Ont*: Perini Ltd, clearing, excavation & pouring concrete foundations for Medical Centre. *Uplands Ont*: Standard Structural Steel Ltd, supply & erection of structural steel & steel joists for barrack block; Chemesco Ltd, \*supply & installation of air drying plant. *Churchill Man*: Horton Steel Works Ltd, supply & erection of elevated steel tank. *Portage la Prairie Man*: H G Hay Decorating Co, exterior painting of PMQs. *Winnipeg Man*: Canadian Comstock Co Ltd, installation of electrical distribution system, Fort Osborne Barracks. *Prince Albert Sask*: Thode Construction Ltd, construction of access road & fine grading. *Cold Lake Alta*: Mix Brothers Construction Co Ltd, construction of roads, walks & parking areas. *Namoo Alta*: Conniston Construction Co Ltd, grading & seeding, RCAF Station. *Comox B C*: Moore Electric, renewal of power lines, poles & distribution system. *Whitehorse Y T*: Dawson & Hall Ltd, construction of garage, Services Area.

### Building and Maintenance

*Greenwood N S*: S W Ferguson Ltd, exterior painting of PMQs, RCAF Station. *Kingston Ont*: Canadian Comstock Co Ltd, rewiring & relighting of bldgs & renovations to outside electrical distribution system. *Winnipeg Man*: Oswald Decorating Co, exterior painting of PMQs, RCAF Station. *Moose Jaw Sask*: Roy A Belbin, exterior painting of PMQs, RCAF Station.

### Department of Defence Production

*Greenwood N S*: Municipal Spraying & Contracting Ltd, \*asphalt surfacing of PMQ driveway, etc, RCAF Station; Geo W Sampson, \*interior painting of PMQs, RCAF Station. *Halifax N S*: T Hogan & Co Ltd, \*alteration to landing flat, jetty No 3, HMC Dockyard. *McGinney N B*: Alfred Mockler, replacement of heaters & wiring in TDMs, Repair Area. *Longue Point Que*: Hiland Ltd, exterior painting of bldgs, Barracks Area. *St Johns Que*: Weatherproofing Ltd, excavation & installation of underground steam lines, etc, RCAF Station; Weatherproofing Ltd, excavation & installation of underground steam lines between heating plant and/or mess bldg No 147, RCAF Station; Byers Construction Co Ltd, \*repairs to & replacement of truss work, hangar No 101, RCAF Station. *Camp Petawawa Ont*: Walter Mansveld, exterior painting of bldgs, 25 Works Coy, RCE; National Roofing & Waterproofing Ltd, roofing of garages. *Hagersville Ont*: Black Top Paving Co, repairs to road surfaces, No 1 Vehicle Sub Depot, 27 COD. *Madoc Ont*: Colt Contracting Co Ltd, repairs to & repointing of masonry, Armouries. *Ottawa Ont*: McNeilly-Bavington Ltd, redecorating of Beach Bldg; Ontario Building Cleaning Co Ltd, repointing & replacement of brick stone, Beach Bldg. *Picton Ont*: McNeilly-Bavington Ltd, repainting exterior of bldgs, Old Camp; Quinte Machine & Repair Co Ltd, retubing of boilers, central heating plant, Old Camp; Quinte Roofing Ltd, reroofing of bldgs, Old Camp. *Renfrew Ont*: Louis Markus & Son Ltd, laying of concrete floor & installation of drains, Armouries. *Rockcliffe Ont*: Malloff Ltd, finishing of reinforced concrete slab, RCAF Station; S H Newman Co Ltd, supply & installation of aluminum duct work, etc, Bldg 133, RCAF Station. *Shilo Man*: Ambassador Sales of Winnipeg, installation of doors on PMQ garages, Military Camp. *Regina Sask*: Bird Construction Co Ltd, removal of old & construction of new concrete slab around RCASC petrol point, N D Bldg; A Larsen, repointing & waterproofing, etc, exterior of bldgs. *Saskatoon Sask*: Elite Decorators, painting of MDPH blocks, RCAF Station; Foulds Construction Ltd, construction of concrete garage floors & driveways, RCAF Station; Foulds Construction Ltd, partial replacement of concrete floors in hangars, RCAF Station. *Calgary Alta*: Wm Clark Roofing & Building Supplies Ltd, roofing of garages, PMQ area, Currie Barracks; F Neilson & Son, roofing of garages, PMQ area, Currie



Barracks; Muri Paving & Construction Ltd, excavation & hard surfacing, etc, of parking lot, Currie Barracks; Pioneer Paving Ltd, hard surfacing of parking lots, Currie Barracks. *Edmonton Alta*: National Roofing & Paint Co Ltd, application of bonded roofing on PMQ garages, Griesbach Barracks. *Comox B C*: Pacific Tile Co Ltd, installation of tile in washrooms & shower rooms in barrack blocks, RCAF Station. *Ladner B C*: Hume & Rumble Ltd, replacement of power distribution poles & electrical services, Vancouver Wireless Station. *Rayleigh B C*: Atlas Construction Co Ltd, repairs to aprons around magazines, No 37 OAD. *Vancouver B C*: J T Devlin & Co Ltd, interior painting of bldg No 113, HQ B C area; Hume & Rumble Ltd, replacement of power line poles, Jericho area. *Vernon B C*: Storm Construction (Pacific) Ltd, resurfacing of roads, Military Camp.

### National Harbours Board

*Halifax N S*: Fundy Construction Co Ltd, construction of shed 34 on pier A-1. *Vancouver B C*: Harold Jones & Henry A Switzer, construction of roadway fill, No 3 jetty.

### Department of Public Works

*Codroy Nfld*: Chisholm Construction Co Ltd, harbour improvements. *Bonavista Nfld*: Babb Construction Ltd, wharf improvements. *Little Catalina Nfld*: Babb Construction Ltd, construction of breakwater-wharf. *Beach Point P E I*: Morrison & McRae Ltd, construction of retaining wall. *Launching Pond P E I*: Norman N MacLean, construction of landing. *Montague P E I*: Stanley Reid, wharf repairs. *Naufrage P E I*: R A Blyth, breakwater extension. *North Lake P E I*: Morrison & McRae Ltd, extensions to landing piers. *South River P E I*: Wm Whiteway, repairs to deck of quay wall. *Wood Islands P E I*: Morrison & McRae Ltd, reconstruction of fishermen's landing. *Battery Point (Victoria Beach) N S*: B & M Comeau Construction Co Ltd, breakwater repairs. *Canso (Burying Island) N S*: F W Digdon & Sons Ltd, breakwater extension. *Carter's Point N S*: Mosher & Rawding Ltd, construction of wharf. *Cooper's Point N S*: Campbell & McIsaac, breakwater repairs & improvements. *Delaps Cove N S*: Hampton Construction Co Ltd, breakwater reconstruction. *D'Escousse N S*: M C Campbell & D J Grant, wharf repairs. *Dover N S*: Stanley Reid, wharf reconstruction. *Fourchu N S*: Foundation Maritime Ltd, breakwater repairs. *Halifax N S*: Fundy Construction Co Ltd, addition & alterations to Camp Hill Hospital. *Liscomb N S*: Stanley Reid, wharf extension. *Main-a-Dieu N S*: Martell's Construction Ltd, breakwater extension. *Port Greville N S*: K J Cochrane, breakwater repairs. *Port Hood N S*: Foundation Maritime Ltd, construction of breakwater. *Back Bay N B*: Foundation Maritime Ltd, construction of breakwater. *Blue Cove N B*: Comeau & Savoie Construction Ltd, harbour improvements. *Curry's Cove N B*: J W McMullin & Son Ltd, wharf extension. *Dalhousie N B*: J W & J Anderson Ltd, construction of wharf. *Harshman's Brook N B*: Harold N Price, harbour improvements. *Port Elgin N B*: McKay Builders Ltd, construction of RCMP detachment quarters. *Aylmer East Que*: M J Sulpher & Sons Ltd, construction of post office bldg. *Fryer's Island Dam Que*: Rene Deslauriers & L A Laferriere, construction of residence. *Gascons (Anse a Mercier) Que*: Geo K Steele, wharf improvements. *St Joachim de Tourelle Que*: Gaspé Construction Inc, wharf extension. *St Romuald Que*: J P A Normand Inc, construction of retaining wall; J P A Normand Inc, construction of retaining wall. *Tete a la Baleine Que*: Gulf Maritime Construction Ltd, construction of wharf. *Arnprior Ont*: M J Sulpher & Sons Ltd, construction of radioactive stores bldg, Civil Defence College. *Bracebridge Ont*: Andeen Construction Ltd, construction of federal bldg. *Nanticoke Creek Ont*: Dean Construction Co Ltd, breakwater repairs. *Oshawa Ont*: Appleton Air Conditioning Ltd, improvements to ventilation system in post office area of federal bldg. *Ottawa Ont*: Canadian Comstock Co Ltd, installation of mechanical & electrical distribution system, Central Heating Plant, Riverside Drive; J R D'Aoust Reg'd, construction of overpass between No 2 & No 4 Temporary Bldgs; Dominion Protective Electric System, supply & installation of fire alarm system, etc, RCMP Headquarters Bldg; A Lanctot Construction Co Ltd, alterations for additional space for Senate staff, Centre Block, Parliament Bldgs; Sanco Reg'd, interior cleaning of Kent-Albert Bldg; Allied Building Services Ltd, interior cleaning of East Bldg, Veterans Memorial Bldgs; H G Francis & Sons Ltd, installation of hot water storage tanks, etc, Food & Drug Laboratory, Tunney's Pasture. *Sarnia Ont*: Ruliff Grass Construction Co Ltd, harbour repairs & improvements. *Sioux Lookout Ont*: S E Oslund Construction, alterations to federal bldg. *Tobermory Ont*: Kalbfleisch & Whicher, repairs to harbour works. *Wheatley Ont*: Sir Lindsay Parkinson (Canada) Ltd, harbour improvements. *Selkirk Man*: Harris Construction Co Ltd, wharf reconstruction. *Whitemouth Man*: North

American Bldgs Ltd, construction of RCMP detachment quarters. *Winnipeg Man*: Claydon Co Ltd, alterations to basement storage space, New Post Office Bldg. *Kerrobert Sask*: Wolfe Construction, construction of RCMP detachment quarters. *Regina Sask*: Smith Bros & Wilson Ltd, alterations to tenth floor of Motherwell Bldg. *Barons Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Coronation Alta*: C Burrows Construction Ltd, construction of RCMP detachment quarters. *Edmonton Alta*: R V Coombs Construction Ltd, alterations to basement & first floor, University Hospital, Colonel Newburn Wing; Alexander Construction Ltd, alterations to third & fourth floors, Post Office Bldg. *Vegreville Alta*: C H Whitham Ltd, construction of office, laboratory & headerhouse bldg, Experimental Substation. *Vulcan Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Bella Bella B C*: Leonard Belliveau & Granby Construction & Equipment Ltd, breakwater improvements. *Bella Coola B C*: Basarab Construction Co Ltd, construction of RCMP detachment quarters. *Campbell River B C*: Orion Builders Ltd, construction of federal bldg. *Departure Bay B C*: Jenkins Brothers Contracting Ltd, construction of salmon tanks, Pacific Biological Station. *Duncan B C*: A V Richardson Ltd, construction of federal bldg. *Port Alberni B C*: Orion Builders Ltd, construction of federal bldg. *Spences Bridge B C*: C J Oliver Ltd, construction of RCMP detachment quarters. *Uchuelet West B C*: Ivan Ossinger, reconstruction of float. *Vancouver B C*: Modern Building Cleaning Service of Canada Ltd, cleaning interior of new customs bldg.

### Contracts Containing the General Fair Wages Clause

*Daniel's Harbour Nfld*: Avalon Dredging Ltd, dredging. *Griquet Nfld*: Avalon Dredging Ltd, dredging. *Caribou N S*: J P Porter Co Ltd, dredging. *Grand Etang N S*: Harriss & Harriss, dredging. *Halifax N S*: Maritime Warehousing & Transfer Co, moving office & laboratory equipment to Ralston Bldg. *Meteghan N S*: Bay Shore Dredging Co Ltd, dredging. *Skinners Cove N S*: F W Digdon & Sons Ltd, dredging. *Hull Que*: Edge Ltd, repairs to Printing Bureau. *Cobourg Ont*: McNamara Construction Co Ltd, dredging. *Hamilton Ont*: A N Show & Sons Ltd, alterations to Cornell Bldg. *New Lisheard Ont*: Tri-Town Construction Co, exterior painting of federal bldg. *Newmarket Ont*: D E Cook, repairs to lock boxes, Federal Bldg. *Ottawa Ont*: Wallmaster Sales & Service Co Ltd, repairs to venetian blinds, Tunney's Pasture; Hull Plumbing & Heating Co, installation of pumps, PWD testing laboratory, Tunney's Pasture; Douglas Bremner Co, alterations to RCMP Headquarters Bldg; Unida Plumbing & Heating Ltd, installation of tank at Militia Stores Bldg; Rene Cleroux, alterations to bldg at 220 Wellington St; A Lanctot Construction, alterations to 6th floor, Postal Terminal Bldg; Ray Sheet Metal Works, installation of iron apron, 552 Booth St; Canartic Refrigeration, air conditioning offices of Transport Commissioners, Union Station; F J Shouldice, alterations to West Block, Parliament Bldgs; Bedard-Girard Ltd, electrical repairs at West Block, Parliament Bldgs; Oak Construction Co, alterations to "A" Bldg; J R D'Aoust Reg'd, alterations to Booth Bldg; Bedard-Girard Ltd, electrical repairs at DVA Memorial Bldg; Unida Plumbing & Heating Ltd, heating repairs at Experimental Farm; Gaston Lavoie Construction, repairs to Aylmer Bldg. *Picton Ont*: E W Vanner & Son, repairs to Federal Bldg; J L Farrell, repairs to lock boxes, Federal Bldg. *St Catharines Ont*: John Peart & Son Ltd, ventilation repairs in Federal Bldg. *Toronto Ont*: Hydro Silea Co, alterations to Station "G"; McNamara Construction Co Ltd, dredging in Eastern Channel. *Fraser River B C*: Marine Pipeline & Dredging Ltd, dredging in Morey Channel. *Vancouver B C*: Ray-Bilt Contractors, repairs to Begg Bldg; Burrard Dry Dock Co Ltd, repairs to Dredge PWD No 322; B C Marine Engineers & Shipbuilders Ltd, repairs to Dredge PWD No 303.

### Department of Transport

*Boar Island Nfld*: James J Hussey, construction of dwelling & demolition of existing dwelling. *Cape St Mary's Nfld*: James J Hussey, construction of dwelling & demolition of existing dwelling. *Charlottetown P E I*: Morrison & McRae Ltd, additional development at airport. *Dartmouth N S*: Trynor Construction Co Ltd, additional development at airport. *Halifax N S*: Brown & Hall Drilling Contractors, drilling several wells, International Airport. *Scatari Island N S*: Harry Hawkins, construction of dwellings & demolition of existing dwellings. *Sydney N S*: Municipal Ready-Mix Ltd, additional development at airport. *Portage Island N B*: J W & J Anderson Ltd, construction of dwelling. *Saint John N B*: Stephen Construction Co, construction of taxiway fillet at airport. *Cap de Rabast Que*: Maurice L'Italien, construction of dwelling & demolition of existing dwelling.

*Pointe Noire Que:* A Daris, construction of dwelling. *Seven Islands Que:* Mitis Construction Co Ltd, construction of garages. *Cape Crocker Ont:* Percy Spears, construction of dwelling. *Earlton Ont:* H Boudreau Construction, construction of power house at airport; J M Fuller Ltd, additions to operations bldg at airport. *North Bay Ont:* J M Fuller Ltd, construction of power house at airport. *Pagwa Ont:* J M Fuller Ltd, additions to operations bldg at airport. *Red Lake Ont:* Bergman & Nelson Ltd, construction of garage. *Sudbury Ont:* Power Installations (Sarnia) Ltd, installation of additional lighting facilities at airport. *Windsor Ont:* Cart Paving Co Ltd, additional development at airport. *The Pas Man:* Horton Steel Works Ltd, erection of elevated steel water storage tank, construction of concrete footings, vault, etc, at airport. *Beaverlodge Sask:* Standard Gravel & Surfacing of Canada Ltd, hard surfacing of runway at Airport. *Regina Sask:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of raytheon AASR site & related work at airport. *Port Hardy B C:* W J Cutt Plumbing & Heating, installation of water supply main at airport. *Wrigley N W T:* McRae & Assocs Construction Ltd, construction of dwellings, transmitter bldg & related work at airport.

## Decisions of the Umpire

(continued from page 903)

immediately contacted Mr. S....., the Local Unemployment Insurance Commission Acting Manager, and informed him of Mr. A.....'s plight. Mr. S..... requested that I send Mr. A..... to his office so that the mistake could be rectified. I am given to understand that Mr. A..... reimbursed the Unemployment Insurance Commission during his visit with the Local Acting Manager. Subsequent to this he was then disqualified for a week's benefits even though he rectified this error of his own volition.

I am rather amazed at the board of referee's action in commending the claimant for his honesty, yet in the same breath upholding the disqualification.

The union also requested an oral hearing before the Umpire, which was held in T....., Ont., on April 17, 1958. The claimant was represented by the president of the interested union local; the Unemployment Insurance Commission was also represented.

Included in the file is a memorandum from the manager of the O..... local office dated January 24, 1958, which reads in part:

There were approximately 40 to 50 misrepresentations of this nature during the G..... company's layoff. These were dis-

covered when the claimants reported to the G..... company's SUB office, where they were told no SUB benefit would be paid until the discrepancy had been rectified at our office...

(The union local's president) phoned on several occasions in this connection and was advised to have the claimant repay the overpayment or return the warrants if applicable. It was not expected this would have any bearing on the imposition of the penalty.

**Conclusions:** On the facts before me, I agree with the union's appeal that the claimant's omission to state, in the weekly report which he signed on September 3, 1957, whether or not he had received any earnings for the week commencing August 18, 1957, was an "honest error" and not a false statement or misrepresentation within the meaning of section 65 of the Act. The view that the claimant acted in good faith is supported also by the fact that he voluntarily rectified his error as soon as he became aware thereof, an action for which he was commended by the board of referees.

The appeal is allowed.

## N.Y. State Eases Requirements to Qualify for Jobless Insurance

A New York State law modifying the requirements necessary to qualify for unemployment insurance went into effect in the last quarter of June.

The new law makes it possible for unemployed workers in the state to draw payments if they have earned an average of at

least \$15 a week in 15 of the preceding 52 weeks and in 40 of the preceding 104 weeks.

The two-year provision was intended to protect the worker against being cut off from insurance because of one bad job year.



# WAGES, HOURS, WORKING CONDITIONS

## Number of Workers Covered by Pension Plans in Canada

Number of workers covered by pension plans has increased steadily in recent years, from 62.7 per cent of workers in 1951 survey to 70 per cent in 1954 and 77.8 per cent in 1957. Firms with plans: 6,034

The number of Canadian employees covered by pension plans has shown a steady increase in recent years, according to information obtained from the annual surveys of working conditions conducted by the Economics and Research Branch of the Department of Labour.

As of April 1957, 77.8 per cent of the workers covered by the survey were in establishments in which pension plans were available to them, compared with 70 per cent in 1954 and 62.7 per cent in 1951. Establishments with pension plans, for non-office or for office employees only or for both, numbered 6,034, or 53.4 per cent.

The statistics presented in this study differentiate between plans for non-office and office employees even though in some firms the same pension plan applies to both classes of workers.

The 1957 survey was compiled from information received from 11,304 reporting units. Employed in these units were 1,854,086 persons: 1,374,518 non-office workers and 479,568 office employees.

Of the 1,854,086 employees covered by the 1957 survey, 1,442,864 were in establishments which had a pension plan. Not all these workers, however, were actually covered by pension plans, since many of the plans had eligibility requirements based on age or length of service. In such cases, however, the younger or new employees would expect to be covered ultimately if they remained in employment.

The 1957 survey covered establishments employing approximately 40 per cent of the total number of wage and salary workers in the non-agricultural labour force. Establishments employing approximately 70 per cent of such workers were surveyed in the

manufacturing and in transportation, storage and communication industries, but smaller proportions in other industries, ranging from 63 per cent in public utilities to 7 per cent in service. The coverage in finance consisted of banks and head offices of insurance companies; the service group included laundries, hotels, restaurants and municipalities. The forestry and construction industries were not surveyed. In general the survey covered establishments with 15 or more employees in the industries dealt with.

The growth in pension coverage over the past 20 years is roughly indicated by comparing of the Economics and Research Branch surveys with two previous surveys conducted under different auspices and with different coverage.

In 1936-37, a survey by the National Employment Commission found that 8 per cent of the establishments covered had pension plans. Shortly after the war, in 1947, the Dominion Bureau of Statistics conducted a survey in which the proportion was found to be almost 25 per cent. The 1951 survey of the Economics and Research Branch showed a proportion of 37 per cent, while in 1954 the proportion had risen to 45 per cent and in 1957 to 53 per cent.

### Present Coverage — Non-Office Workers

As of April 1, 1957, three out of four non-office employees covered by the survey of working conditions were employed in establishments in which pension plans were in operation (Table 1).

The highest percentage coverage of non-office workers is in the Public Utilities Group, in which 98 per cent of such workers are employed by establishments having pension plans. In Municipal Services, 95 per

cent of the non-office workers are under or will be eligible to come under pension plans. In the Transportation, Communication and Storage group just under 94 per cent of the non-office workers are employed by establishments having pension plans. Practically all railway and telephone companies have such plans.

While a figure is shown in Table 1 for non-office workers in the financial establishments covered by the survey, it should be noted that these workers—commissionaires, maintenance personnel, etc—comprise only a small portion of the total number of workers in the Finance group.

In Trade, 85 per cent of the non-office workers covered by the survey are in establishments which report having pension plans. As noted above, however, the present survey deals mainly with establishments having 15 or more non-office employees; a considerable number of establishments in Trade, especially in retail trade, have fewer than this number of employees and are

therefore not included in the survey. (The number of wage and salary earners in Trade covered by the survey was approximately one quarter of the total of such workers in Trade according to labour force estimates of the same date.) Pension plans occur less frequently in smaller establishments (see Table 4) and it is therefore probable that the percentage of pension plan coverage in Trade as a whole would be considerably less than that shown for those establishments covered by the present survey.

The proportion of non-office employees in Manufacturing who are in reporting units having pension plans is 68.5 per cent. While this is a smaller percentage than those for some of the other groups mentioned above, this group is, numerically, by far the largest group covered by the survey and therefore has the highest pension coverage in absolute terms.

Table 2 contains statistics of the number of employees in manufacturing establishments classified in 17 major groups. The

**TABLE 1.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING PENSION PLANS, BY INDUSTRY, APRIL 1, 1957**

NOTE: These figures do not represent the number of employees actually covered by pension plans, but the number of employees in establishments in which a pension plan is in effect.

	Non-Office Employees			Office Employees		
	Number Covered by Survey	In Reporting Units having Pension Plans for Non-Office Employees		Number Covered by Survey	In Reporting Units having Pension Plans for Office Employees	
		Number	Per Cent		Number	Per Cent
Mining.....	58,548	40,210	68.7	5,914	4,590	77.6
Gold Mining.....	13,987	4,604	32.9	1,205	592	49.1
Coal Mining.....	14,689	12,550	85.4	787	701	89.1
Other Metal Mining.....	29,872	23,056	77.2	3,922	3,297	84.1
Manufacturing.....	804,953	551,116	68.5	224,941	182,825	81.3
Durable Goods <sup>1</sup> .....	417,986	286,457	68.5	123,552	100,824	81.6
Non-Durable Goods.....	386,967	264,659	68.4	101,389	82,001	80.9
Transportation, Storage and Communication.....	213,524	199,787	93.6	73,527	70,578	96.0
Telephones.....	31,596	31,141	98.6	19,317	19,270	99.8
Steam Railways.....	132,618	132,618	100.0	40,237	40,237	100.0
Other Transportation <sup>2</sup> .....	41,057	28,794	70.1	9,435	7,156	75.8
Other Industries <sup>3</sup> .....	8,253	7,234	87.7	4,538	3,915	86.3
Public Utilities.....	25,330	24,856	98.1	16,855	16,725	99.2
Trade.....	144,062	122,756	85.2	63,072	55,495	88.0
Wholesale.....	32,139	23,906	74.4	36,839	32,602	88.5
Retail.....	111,923	98,850	88.3	26,233	22,893	87.3
Finance.....	2,332	642	27.5	67,538	67,538	100.0
Services <sup>4</sup> .....	36,565	12,869	35.2	3,577	1,304	36.5
Municipal Services.....	35,939	34,299	95.4	7,545	7,252	96.1
Other Industries.....	53,265	35,529	66.7	16,599	14,493	87.3
<b>Total.....</b>	<b>1,374,518</b>	<b>1,022,064</b>	<b>74.4</b>	<b>479,568</b>	<b>420,800</b>	<b>87.7</b>

<sup>1</sup> "Durable goods" is comprised of: wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies, and non-metallic mineral products.

<sup>2</sup> "Other transportation" is comprised of: air transportation, urban and suburban bus transportation, interurban bus transportation, and truck transportation.

<sup>3</sup> "Other industries" (under Transportation, Storage and Communication) is comprised of: grain elevators and radio and television broadcasting.

<sup>4</sup> "Services" is comprised of: laundries, year-round hotels and restaurants.

highest percentage of plant workers in establishments which reported having pension plans is in the Tobacco and Tobacco Products group, where 97.6 per cent of the plant workers are in such establishments. The second highest percentage of coverage, 95.3, was that for the Products of Petroleum and Coal group, while the third, 89.9, was that for the Paper and Paper Products group.

Table 3 contains an analysis of the percentage of pension coverage of non-office

workers by provinces in all groups except the chartered banks and steam railways, statistics concerning which are not available by province. These percentages range from 52.4 to 78.7. Excluding the provinces of Newfoundland, Prince Edward Island and New Brunswick, which are not heavily industrialized, the range of the distribution is approximately 12 per cent.

Table 5, which analyzes pension coverage in establishments by size groups (based on the number of non-office workers), shows

**TABLE 2.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY MANUFACTURING GROUPS, APRIL, 1957**

NOTE: These figures do not represent the number of employees actually covered by pension plans, but the number of employees in establishments in which a pension plan is in effect.

Manufacturing Group	Non-Office Employees			Office Employees		
	Number Covered by Survey	In Reporting Units having Pension Plans for Non-Office Employees		Number Covered by Survey	In Reporting Units having Pension Plans for Office Employees	
		Number	Per Cent		Number	Per Cent
Food and Beverages .....	88,316	62,781	71.1	21,700	18,081	83.3
Tobacco and Tobacco Products .....	8,037	7,841	97.6		896	98.2
Rubber Products .....	15,362	12,933	84.2	4,464	4,070	91.2
Leather Products .....	17,089	3,214	18.8	2,126	499	23.5
Textiles (except Clothing) .....	48,567	32,167	66.2	7,523	5,851	77.8
Clothing (Textile and Fur) .....	56,169	18,528	33.0	5,928	2,210	37.3
Wood Products .....	56,582	21,615	38.2	7,072	3,049	43.1
Paper Products .....	69,931	62,889	89.9	15,161	14,234	93.9
Printing, Publishing and Allied Industries .....	28,206	19,487	69.1	15,297	11,097	72.5
Iron and Steel Products .....	133,883	101,332	75.7	37,057	29,084	80.1
Transportation Equipment .....	112,540	69,301	61.6	37,706	30,773	81.6
Non-Ferrous Metal Products .....	40,780	34,486	84.6	10,052	8,393	83.5
Electrical Appliances and Supplies .....	52,237	44,027	84.3	27,024	25,207	93.3
Non-Metallic Mineral Products .....	21,964	15,696	71.5	4,641	3,718	80.3
Products of Petroleum and Coal .....	9,797	9,336	95.3	4,894	4,677	95.6
Chemical Products .....	30,424	26,746	87.9	18,896	17,179	90.9
Miscellaneous Manufacturing .....	15,069	8,737	58.0	4,488	3,207	71.5
<b>Total Manufacturing .....</b>	<b>804,953</b>	<b>551,116</b>	<b>68.5</b>	<b>224,941</b>	<b>182,825</b>	<b>81.3</b>

**TABLE 3.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY PROVINCE, APRIL 1957**

NOTE: These figures do not represent the number of employees actually covered by pension plans, but the number of employees in establishments in which a pension plan is in effect.

Province	Non-Office Employees			Office Employees		
	Number Covered by Survey	In Reporting Units having Pension Plans for Non-Office Employees		Number Covered by Survey	In Reporting Units having Pension Plans for Office Employees	
		Number	Per Cent		Number	Per Cent
Newfoundland .....	13,640	7,143	52.4	2,715	1,675	61.7
Prince Edward Island .....	1,117	682	61.1	381	231	60.6
Nova Scotia .....	43,433	30,062	69.2	7,522	5,416	72.0
New Brunswick .....	21,821	13,566	62.2	5,365	4,142	77.2
Quebec .....	345,328	229,841	66.6	103,604	86,281	83.3
Ontario .....	563,492	423,807	75.2	189,269	163,693	86.5
Manitoba .....	55,266	39,184	70.9	18,833	15,462	82.1
Saskatchewan .....	20,644	16,238	78.7	6,614	5,720	86.5
Alberta .....	49,262	37,914	77.0	19,113	17,021	89.1
British Columbia .....	124,161	90,009	72.5	30,303	25,320	83.6
<b>Grand Total <sup>1</sup> .....</b>	<b>1,239,620</b>	<b>888,844</b>	<b>71.7</b>	<b>383,984</b>	<b>325,216</b>	<b>84.7</b>

<sup>1</sup> Canada Total includes Northwest Territories. Since reports from railway companies and banks are made by their head offices and cover their nation-wide operations, it is not possible to compile statistics by provinces for these; they are therefore not included in this table.



that the percentage of workers in establishments reporting pension plans rises in each size group from the 15 to 24 group, in which the percentage of non-office workers was 43.6; in the size group of 1,000 and over this percentage was 95.4. It might be added that the coverage of the survey is less complete in the smallest size groups, and there is some reason for supposing that pension coverage in these groups is actually less than is indicated in the table.

### Present Coverage — Office Employees

Almost nine out of ten office employees covered by the April 1957 survey were in establishments which reported that they had pension plans.

All the establishments in the Finance group reported that they had pension plans

for their office employees. In the Public Utilities group, 99.2 per cent of office workers were in such establishments. In Municipal Services, reporting units which employed 96.1 per cent of all office workers in this group had pension plans covering their office employees.

In the Transportation, Communication and Storage group, 96.0 per cent of office workers were in establishments which had pension plans. In the Steam Railway subgroup all office workers were in such establishments while in the Telephone sub-group, the corresponding percentage was 99.8.

### Trend from 1951 to 1957

The three Economies and Research Branch surveys show a definite increase in the number of employees, both office and

**TABLE 4.—PERCENTAGE OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY INDUSTRY, OCTOBER 1951, APRIL 1954, AND APRIL 1957**

NOTE: These figures do not represent the percentage of employees actually covered by pension plans, but the percentage of employees in establishments in which a pension plan is in effect for non-office workers or office workers respectively.

	Non-Office			Office		
	1951	1954	1957	1951	1954	1955
Mining.....	42.2	59.0	68.7	58.5	77.4	77.6
Manufacturing.....	51.9	59.3	68.5	63.0	71.7	81.3
Transportation, Storage and Communication.....	89.3	90.7	93.6	94.2	94.9	96.0
Public Utilities.....	97.2	94.2	98.1	98.7	96.6	99.2
Trade.....	53.9	75.4	85.2	75.2	79.6	88.0
Services.....	57.9	63.7	65.1	70.0	76.1	76.9
<b>Total coverage.....</b>	<b>60.1</b>	<b>67.2</b>	<b>74.4</b>	<b>70.2</b>	<b>78.1</b>	<b>87.7</b>

**TABLE 5. — NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING PENSION PLANS BY SIZE\* OF REPORTING UNIT, APRIL, 1957**

NOTE: These figures do not represent the number of employees actually covered by pension plans, but the number of employees in establishments in which a pension plan is in effect.

	Non-Office Employees			Office Employees		
	Number Covered by Survey	In Reporting Units having Pension Plans for Non-Office Employees		Number Covered by Survey	In Reporting Units having Pension Plans for Office Employees	
		Number	Per Cent		Number	Per Cent
15 to 24.....	29,913	13,053	43.6	18,758	12,655	67.5
25 to 49.....	88,872	40,294	45.3	28,220	18,408	65.2
50 to 99.....	138,250	65,667	47.4	35,739	24,668	69.0
100 to 199.....	169,803	96,611	56.9	41,004	29,731	72.5
200 to 499.....	257,421	180,538	70.1	63,801	53,667	84.1
500 to 999.....	192,940	167,197	86.7	70,971	67,843	95.6
1,000 and over.....	443,809	423,560	95.4	116,896	116,370	99.5
Unclassified.....	53,510	35,244	65.9	104,179	97,458	93.5
<b>Total.....</b>	<b>1,374,518</b>	<b>1,022,064</b>	<b>74.4</b>	<b>479,568</b>	<b>420,800</b>	<b>87.7</b>

\* Size groups are based on the number of non-office workers employed by reporting units, except in Retail Trade, in which the size code is based on the number of sales persons.

non-office, working in establishments where pension plans were in operation (Table 4). While part of these increases were due to increased employment in firms which had pension plans at the time of the earlier surveys, there is a clear indication that the number of pension plans in Canada has increased during the period covered by these surveys.

There were approximately 17 per cent more non-office employees in establishments reporting pension plans at April 1, 1957 than in October 1951. (At the dates of these two surveys the total number of non-office workers covered varied less than 1 per cent.) The most notable increases in pension coverage of non-office workers were in the Trade and Mining classifications. In both Transportation, Communications and

Storage and Public Utilities the percentage of non-office employees in establishments with pension plans was already quite high in 1951.

In the office worker classification there was an increased survey coverage of 178,000 or 59 per cent between the 1951 and 1957 surveys. The increase in the number of office workers in establishments with pension plans was approximately 198,000 or 89 per cent.

At the time of the 1951 survey 70 per cent of office workers covered by the survey were in establishments which had pension plans for these employees; by 1957 this percentage had increased to almost 88 per cent of a much larger number of office employees.

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## Number of Workers Covered by Pension Plans in U.K.

It is estimated that in 1956 the number of workers in the United Kingdom covered by occupational schemes was just over 8 millions, 4½ millions of them in private schemes, and that the number of pensioners was about 1,100,000, of whom 300,000 were in private schemes.

The information was obtained by the U.K. Government Actuary in a survey, and was published by Her Majesty's Stationery Office in a booklet titled "Occupational Pension Schemes".

It is noted in the report that the total amount paid in 1956 as contributions to private schemes was about £246 millions, of which £72 millions was paid by employees; the annual amount paid out in pensions was about £50 millions.

The corresponding figures for public service and nationalized industries were about £221 millions as contributions (£56 millions by employees) and about £150 millions as pensions.

The total number of persons covered by the various schemes at the present time is probably about 8½ millions, including 7 million men and 1½ million women; nearly one-half of employed males thus have some provision for pensions in addition to those provided under the National Insurance scheme.

The analysis of the rules of pension schemes showed that few of them are registered under the relevant Acts (the Friendly Societies' Acts, etc., and the Superannuation and other Trust Funds (Validation) Act, 1927).

Of the schemes surveyed, 47 per cent covered all employees, 22 per cent staff only, 19 per cent works employees only, and 12 per cent special categories only.

A material proportion of the schemes are non-contributory so far as employees are concerned. Relatively few members are entitled to a lump sum without pension on retirement, although death benefits usually consist of lump sums.

On withdrawal from a pension scheme, an employee usually receives a sum equivalent to the total contribution he has himself made, but, if joining another firm with a pension scheme, he may qualify for a transfer value.

Except in the public service and nationalized industries, provision for pension in case of retirement on health grounds is by no means universal and in many schemes only the normal withdrawal benefit is payable.

The Government Actuary gives information also on the methods by which employees' contributions are assessed, the methods by which financial support for schemes is provided by employers, the actual age of retirement compared with that provided for in the rules, the grant of back-service credits, actuarial valuation, dissolution of schemes, and voluntary variation by the employee of benefits and conditions. An appendix reproduces the letter and questionnaire form that were sent to employers.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, July 1958

The consumer price index (1949=100) declined 0.3 per cent from 125.1 to 124.7 between June and July 1958.\* Most of this decrease resulted from a drop of 1.1 per cent in the food index, with the other four group indexes recording little or no movement; other commodities and services were down slightly, household operation unchanged, while both shelter and clothing rose fractionally.

In foods the index moved from 122.7 to 121.4 as sizeable seasonal price decreases occurred for a number of fresh vegetables, and a break in beef prices, which had been steadily rising, left some cuts 2 cents below June levels. Pork prices eased slightly as did those for sugar, coffee and fats. Egg prices rose 7 cents per dozen, while apple and grapefruit prices rose more moderately.

The decline in other commodities and services from 130.7 to 130.4 reflected almost entirely a drop in the price of passenger cars, as well as lower gasoline prices in a number of cities, particularly Winnipeg. Newspaper prices rose in a number of cities.

Further minor advances in both the rent and home-ownership components moved the shelter index from 138.3 to 138.4.

The clothing index recorded a small advance from 109.7 to 109.9 as a result of price changes in men's suits and topcoats. Both women's and children's wear declined slightly and footwear was unchanged.

The absence of movement in the household operation index, unchanged at 120.6, reflected the offsetting effects of declines in both coal and fuel oil prices, higher domestic gas and electricity rates, mixed but minor price changes in furniture items and somewhat higher prices for new season's appliance models and floor coverings.

Group indexes one year earlier (July 1957) were: food 118.2, shelter 135.1, clothing 108.4, household operation 119.6, and other commodities and services 126.5.

## City Consumer Price Indexes, June 1958

Consumer price indexes (1949=100) remained stable in four of the ten regional cities between May and June.† Slight increases of 0.2 per cent were recorded in Saskatoon-Regina and Edmonton-Calgary.

Vancouver registered a 0.5-per-cent decline, while Saint John, Halifax and Ottawa followed with decreases of 0.3 per cent, 0.2 per cent and 0.1 per cent respectively.

Food prices were moderately lower in all the eastern regional cities. The western cities, other than Vancouver, recorded higher food prices; Vancouver registered a substantial decrease. Declines in the prices of oranges, potatoes and tomatoes were mainly responsible for decreases in the food components. Increased pork and other meat prices partially offset these decreases and contributed to the higher food prices in the western cities.

Slight increases were noted in the shelter group in nine of the ten regional cities, as May is generally a moving month. Clothing prices declined fractionally in all 10 cities, due to sale prices on spring items. The household operation group showed mixed changes, with prices for home furnishings slightly higher in the western cities. Winnipeg recorded lower domestic gas prices, but these were offset by increased prices for shoe repairs and textiles. Changes in the other commodities and service group were slight. Gasoline prices in Winnipeg decreased over the period but interurban bus fares increased for this centre and also for Calgary and Edmonton. Slight increases were apparent in drug and personal care items.

Regional consumer price index point changes between May and June were as follows: Vancouver -0.6 to 125.1; Saint John -0.4 to 124.9; Halifax -0.3 to 122.4; Ottawa -0.1 to 125.4; Saskatoon-Regina +0.3 to 122.2; Edmonton-Calgary +0.2 to 121.9. St. John's, Montreal, Toronto and Winnipeg remained unchanged at 112.3\*, 125.2, 128.8 and 123.3 respectively

## Wholesale Prices, June 1958

The general wholesale price index (1935-39=100) eased 0.3 per cent between May and June, moving from 228.1 to 227.4. Five of the major groups receded, two advanced and one remained unchanged.

Animal products dropped 0.7 per cent to 257.2 from 259.0, this decrease being the first since last November and largely due to prices of livestock, fresh meats and poultry.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

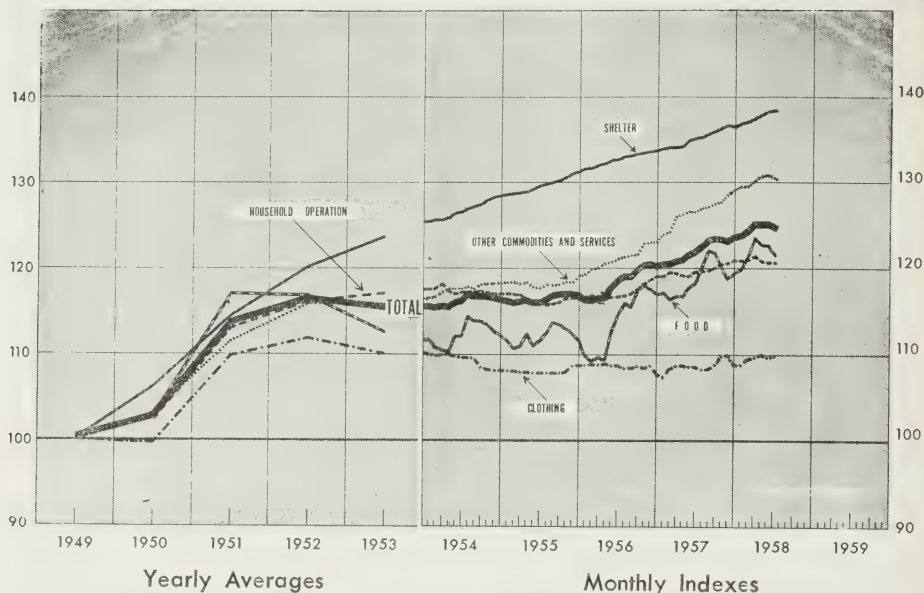
‡On base June 1951=100.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Higher prices registered by cured meats were not enough to avert the drop. Decreases in copper, lead, tin and silver brought the non-ferrous metals group down a further 0.7 per cent to 163.7 from 164.9. This compares with an index of 168.6 at January last and 189.8 at January 1957.

Textile products showed an increase of 0.2 per cent to 228.5 from 228.1. Higher prices for raw wool, both domestic and imported, raw cotton and worsted yarns were the main causes. Increases in prices for industrial gases, coal tar and inorganic chemicals largely contributed to the advance of 0.3 per cent to 182.9 from 182.4 in chemical products.

Vegetable products group index declined 0.3 per cent to 196.5 from 197.0, with decreases in potatoes, livestock and poultry feeds, and fresh fruits. The wood products group also fell 0.3 per cent, dropping to 295.9 from 296.7, decreases being posted for pine lumber and newsprint paper. The iron products group was unchanged at 251.6. For

the non-metallic minerals group there was a decrease of 0.2 per cent to 187.0 from 187.4.

**The building materials prices indexes** was down slightly on balance between May and June. The residential building materials index (1949=100) went down from 126.8 to 126.7 while the non-residential series (1949=100) remained the same at 129.3.

## U.S. Consumer Price Index, June 1958

Increases in the non-goods area—transportation, reading and recreation, medical care and personal care—boosted the United States consumer price index (1947-49=100) by 0.1 per cent in mid-June to 123.7 from 123.6 in mid-May.

## U.K. Index of Retail Prices, May 1958

The index of retail prices (Jan. 17, 1956 =100) in the United Kingdom dropped 0.4 per cent to 109.2 from 109.6 in mid-April. At mid-March the index of retail prices stood at 108.4.

In an effort to get rid of what President David Dubinsky of the International Ladies' Garment Workers Union calls "the 5 per cent of chisellers and bargain-hunters who enrich themselves only by debasing the

standards gained by organized labour," the Union will spend \$2,000,000 on a campaign to build up public support for the union label. The move is part of an effort to check racketeering in the dress industry.

# STRIKES AND LOCKOUTS

June, 1958

During June, 40 work stoppages were in progress, resulting in an estimated time loss of a little more than 106,000 man-days. This was approximately 30,000 more man-days than the time loss resulting from the 33 work stoppages recorded during the preceding month\*. The increase in time loss was due in part to several large work stoppages which began in the second half of May and continued through June.

Of the 40 work stoppages in progress during June, 17 involved one hundred or more workers; 11 of the 17 started prior to June and of these 11 stoppages six were still in progress at the end of the month. Of the six larger stoppages that began during June, only one was still in progress at the end of the month.

On an industry basis, the highest time loss—a little less than 40,000 man-days—was recorded in manufacturing. Approximately one half of this time loss was caused by the dispute involving nearly 900 workers of the Dominion Glass Company in Hamilton and Toronto.

TABLE 1—STRIKES AND LOCKOUTS, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRY, JUNE 1958

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Fishing .....	1	175	2,800
Mining .....	2	1,095	12,765
Manufacturing ....	17	2,710	39,040
Construction .....	9	1,800	31,025
Transportation ...	3	623	8,500
Trade .....	5	1,216	11,680
Service .....	3	226	625

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during June 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Among Canada's provinces, Ontario showed the highest time loss, some 42,000 man-days. An estimated 40,000 man-days were lost through work stoppages in British Columbia, where two disputes caused nearly three quarters of the total time loss in the province. These two disputes, which began prior to June and continued through the month, involved plumbers and pipefitters in Vancouver and the seamen and other personnel of the Canadian Pacific Steamships on the B.C. coast.

The remainder of the time loss for the month—approximately 24,000 man-days—was accounted for by stoppages in Newfoundland, Nova Scotia, Quebec and Saskatchewan.

TABLE 2—STRIKES AND LOCKOUTS, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCE, JUNE 1958

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Newfoundland ....	2	294	595
Nova Scotia .....	3	1,119	12,860
Quebec .....	5	626	10,650
Ontario .....	22	3,310	42,190
Saskatchewan ....	1	26	50
British Columbia..	7	2,470	40,090

## Other Countries

In the period January to June there were 1,525 strikes in the United States. The strikes made idle some 720,000 workers compared with 690,000 for the first six months of 1957. The stoppages, fewest for any six-month period since the end of the Second World War, resulted in more than 7,350,000 man-days of idleness, also a record low.

The 8,412,000 days lost through stoppages caused by industrial disputes in the United Kingdom during 1957 were the most since 1926, the Ministry of Labour and National Service reports. In 1956, time loss totalled 2,083,000 days.

Less time was lost in Australia through industrial disputes during 1957 than in any year since 1939, except for 1942, the year of the country's greatest wartime peril.

Man-days lost in New Zealand through industrial stoppages totalled 28,168 in 1957, compared with 23,870 in 1956 and 52,043 in 1955.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institutions. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 120.

## Annual Reports

1. CIVIL SERVICE MUTUAL BENEFIT SOCIETY, OTTAWA. *Annual Report for the Year 1957*. Ottawa, 1958. Pp. 16.
2. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Financial Research and Problems of the Day; Thirty-Seventh Annual Report; a Record of 1956 and Plans for 1957*. New York, c1957. Pp. 101.
3. NEW YORK (STATE). WORKMEN'S COMPENSATION BOARD. *Summary of Board Activities, 1956*. Albany, 1957? Pp. 28.
4. QUEBEC ASSOCIATION FOR THE PREVENTION OF INDUSTRIAL ACCIDENTS. *Annual Report, 1956*. Montreal, 1957. Pp. 36.

## Canada at Work Broadcasts

The following broadcasts were made in 1957 and 1958 under the auspices of, and published by, the Department of Labour, Ottawa.

5. BROWN, ARTHUR HUNTINGDON. *Pension Plans and the Employment of Older Workers*. Pp. 3.
6. CAMPBELL, IAN. *The Canadian Picture of Rehabilitation*. Pp. 4.
7. CANADA. DEPARTMENT OF LABOUR. *A Small Beginning (Dramatized Program on Anti-discrimination)*. Pp. 7.
8. CANADA. DEPARTMENT OF LABOUR. *Try, try again (Dramatized Broadcast on Anti-discrimination)*. Pp. 6.
9. DYMOND, WILLIAM RICHARD. *What does a Shortage of Professional Manpower mean?* Pp. 4.

The speaker, Director of the Economics and Research Branch of the Department of Labour, speaks about the problem of supply and demand in the field of professional manpower.

10. EATON, (MRS.) REX. *Winter Employment*. Pp. 4.

The speaker is president of the National Council of Women of Canada.

11. FEINBERG, ABRAHAM L. *Prejudice, a Spiritual Pestilence*. Pp. 3.

Rabbi Feinberg of Holy Blossom Temple in Toronto talks about religious and racial prejudice.

12. FERGUSON, MAUD. *Now is the Time for Home Improvements*. Pp. 4.

The speaker, the well-known commentator, points out the advantages of having work done around the house during the winter months.

13. HALL, FRANK HAROLD. *Fair Employment Practices—a Good Beginning*. Pp. 5.

The speaker, Chairman of the Human Rights Committee of the Canadian Labour Congress, talks about the Canadian Fair Employment Practices Act passed in May 1953 and tells what his committee has done about the problem of discrimination in employment.

14. HORNSTEIN, RUEBEN AARON. *A Career in Canada's Weather Service*. Pp. 4.

The speaker, Meteorologist-in-Charge of the Dominion Public Weather Office at Halifax, N.S., describes the jobs of meteorological technicians and of professional weathermen for which there is a demand at the present time.

15. LANK, HERBERT HAYMAN. *Is Fair Employment Good Business?* Pp. 4.

The speaker, President of the DuPont Company of Canada Limited, talks about discrimination and prejudice as they affect employment.

16. LONG, MARCUS. *The Roots and Causes of Prejudice*. Pp. 4.

Talk about prejudice and discrimination.

17. PAGE, GARNET THOMAS. *Have we Enough Science and Mathematics Teachers in our High Schools?* Pp. 5.

The author, Deputy General Secretary of the Engineering Institute of Canada, suggests means of recruiting more teachers.

18. ROBERTSON, W. E. *Community Rehabilitation Program in Action*. Pp. 4.

Mr. Robertson is chairman of the Division for the Guidance of the Handicapped of the Community Chest and Council of Greater Vancouver. His talk was about rehabilitation of the physically handicapped in Vancouver.

19. STARR, MICHAEL. *Job Justice—We can't turn Back*. Pp. 4.

The scope of the Canada Fair Employment Practices Act and how it protects every worker.

20. STARR, MICHAEL. *Winter Employment Campaign*. Pp. 4.

Mr. Starr, Minister of Labour, outlines reasons for having work done during the winter months to provide employment for those who would otherwise be unemployed.

21. THOMSON, WILLIAM. *Winter Employment*. Pp. 5.

The speaker, Director of the Employment Branch of the National Employment Service,



spoke about the campaigns now going on throughout the country to help provide jobs for those who might otherwise be unemployed owing to seasonal layoffs.

22. WHEALY, LYLE C. *Home Improvement*. Pp. 4.

The speaker, Interim Chairman of the Canadian Council, Operation Home Improvement, tells how his organization helps to encourage home improvement and to supply more work during winter months.

23. WHITELAW, J. C. *Winter Employment*. Pp. 4.

24. WOODBURY, JOHN F. L. *How We got our Rehabilitation Centre*. Pp. 4.

The author, Vice-President of the Nova Scotia Rehabilitation Council, tells about the work of the Centre, which was founded in 1953.

## Congresses and Conventions

25. COUNCIL OF PROFIT SHARING INDUSTRIES. *Every Man a Capitalist; Proceedings, Ninth Annual Conference, Cleveland, Ohio, 1956*. Chicago, 1957. Pp. 151.

26. DOMINION - PROVINCIAL CONFERENCE, OTTAWA, 1957. *Dominion-Provincial Conference, 1957, Ottawa, November 25th and 26th, 1957*. Ottawa, Queen's Printer, 1958. Pp. 140.

"During its sessions the conference discussed matters concerning the financing of hospital insurance, the sharing of costs of assistance to persons in need, special assistance to the governments of the Atlantic Provinces and fiscal matters."

27. NATIONAL CONFERENCE ON EDUCATION FOR LEISURE, WASHINGTON, D.C., 1957. *The Community Approach to the Leisure Problem; Report, the Role of the Public School*. Washington, American Association for Health, Physical Education, and Recreation, 1957. Pp. 73.

The Conference discussed how to make use of leisure time in the best way and how school facilities can be used for this purpose.

28. NATIONAL MARITIME UNION OF AMERICA. *Proceedings, Eleventh National Convention held in New York, October 7th to 11th, 1957*. New York, 1957. Pp. 211.

29. SEMINAR ON THE CIVIC RESPONSIBILITIES AND INCREASED PARTICIPATION OF ASIAN WOMEN IN PUBLIC LIFE, BANGKOK, 1957. *Proceedings, Bangkok, 5 to 16 August 1957*. Organized by the United Nations in co-operation with the Government of Thailand. New York, United Nations, 1957. Pp. 54.

The Seminar discussed, among other things, projects in which women could develop and increase their participation. These projects include those of government, intergovernmental, and national and international voluntary organizations.

## Economic Conditions

30. CANADA. BUREAU OF STATISTICS. *Incomes, Liquid Assets and Indebtedness of Non-Farm Families in Canada, 1955*. Ottawa, Queen's Printer, 1958. Pp. 66.

"... Analyzes the income size distribution, liquid assets and indebtedness of non-farm families and unattached individuals."

31. CANADA. BUREAU OF STATISTICS. *National Account Income and Expenditure, 1926-1956*. Ottawa, Queen's Printer, 1958. Pp. 203.

32. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Anti-Recession Policy for 1958; a Statement by the Program Committee*. New York, 1958. Pp. 30.

Suggests policies which the Federal Government in the U.S. might follow in 1958 to aid economic recovery.

33. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1957*. Bangkok, 1958. Pp. 261.

34. U.S. BUREAU OF LABOR STATISTICS. *Daily Indexes and Spot Market Prices, January 1, 1954-December 31, 1956*. Washington, G.P.O., 1958. Pp. 56.

"The daily index of prices on commodity markets and organized exchanges is a measure of the trend and price movements of commodities that are particularly sensitive to factors affecting spot markets."

## Employment Management

35. BADGER, ALFRED B. *Man in Employment; the Fundamental Principles of Industrial Relations*. London, Arthur Barker Ltd., 1958. Pp. 320.

Some of the topics discussed are collective bargaining, compulsory arbitration, strikes, wages, joint consultation, absenteeism, overtime, pensions, automation, labour turnover, promotion, and management training.

36. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Positive Employment Policies; Examples of Management Practice contributing to Good Relations in Industry*. Prepared by the Ministry of Labour and National Service and the Central Office of Information. London, 1958. Pp. 40.

37. INDUSTRIAL WELFARE SOCIETY. *Trends in Apprenticeship Training*. London, 1957? Pp. 27.

Report of a Conference on Trends in Apprenticeship Training held at Ashridge, England, November 2 to 5, 1956.

38. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Satisfying the Salaried Employee; a Practical Manual for building Better Relations with All Categories of White Collar People: Technical and Professional, Clerical and Stenographic, Staff Personnel, Supervisory and Administrative, Engineering and Scientific, Sales and Research*. New York, 1957. Pp. 64.

Suggests how management can examine and meet the needs of its salaried employees with respect to status and recognition, compensation, communication and supervision.

39. U.S. NAVY DEPARTMENT. *Manual of Employment Interviewing*. Washington, G.P.O., 1957. Pp. 42.

Intended as an aid in training new interviewers. Contents: The Employment Interview. Preparation for the Interview. Assessing the Applicant. The Interview Guide and its Use. Conducting the Interview. Making the Summary Evaluation.

## Industry

40. EUROPEAN PRODUCTIVITY AGENCY. *Industrial Uses of Nitrogen in the United States*. Project No. 371. Paris, 1957. Pp. 132.

A Mission, representing three European countries, visited the U.S. in order to study, among other things: the different nitrogenous compounds used for industrial purposes; new uses for nitrogen; the packaging and transport of technical nitrogen and ammonia solutions; and, technical assistance to industrial users of nitrogen.

41. LIVERPOOL. UNIVERSITY. SOCIAL SCIENCE DEPARTMENT. *Men, Steel and Technical Change*. London, H.M.S.O., 1957. Pp. 36.

Based on a study of technical change in a large British steelworks. Contents: The Technical Changes. Effects on the Labour Force. Problems of Management. Relations between Trade Unions and Management. Attitudes to Technical Change. The Melting Shop: a Case Study.

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Foreign Licensing Agreements. I. Evaluation and Planning*, by Enid Baird Lovell. New York, 1958. Pp. 88.

Foreign licensing refers to "the licensing of foreign patents, trade-marks, and other industrial property rights by their private owners."

Contents: Nature and Scope of Licensing. Present Status. Reasons for and against Licensing. Company Licensing Policy. Organization for Licensing. Antitrust Considerations in Licensing. Deciding When and Where to license. Factors influencing Success or Failure in Licensing. Company Appraisal of Licensing.

43. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Railways and Steel*. Geneva, United Nations, Department of Economic and Social Affairs, 1957. Pp. 63.

Examines the demand for steel by railroads in European countries.

## Industry-Location

The following four studies were issued by the Alberta Industrial Development Branch in Edmonton in 1958.

44. *Survey of Coaldale*. Pp. 16.

45. *Survey of Drumheller*. Pp. 17.

46. *Survey of Grande Prairie*. Pp. 18.

47. *Survey of Vegreville*. Pp. 12.

## International Labour Conference

48. INTERNATIONAL LABOUR OFFICE. *Conditions of Employment of Plantation Workers*. Fifth item on the agenda. Geneva, 1957-1958. 2 Volumes.

Report 5(1)-(2), International Labour Conference, 42nd session, Geneva, 1958.

Part 1 contains the texts of a proposed Convention and a proposed Recommendation which were submitted to Member Governments.

Part 2 summarizes and briefly analyzes the replies for fifty Governments. It also contains English and French versions of the proposed texts to be discussed at the 42nd Session.

49. INTERNATIONAL LABOUR OFFICE. *The I.L.O. in a Changing World: Report of the Director-General to the 42nd Session of the International Labour Conference, 1958; Twelfth Report of the International Labour Organization to the United Nations*. Geneva, 1958. Pp. 127. At head of title: Report 1.

## Labour Organization

50. CHAMBERLIN, EDWARD HASTINGS. *The Economic Analysis of Labor Union Power*. Washington, American Enterprise Association, 1958. Pp. 48.

The author suggests that some restrictions should be placed on the monopoly powers of labour unions just as they are on the monopoly powers of business corporations.

51. COOGAN, JOHN E. *Voluntary Unionism for Free Americans*. Washington, National Right to Work Committee, n.d., 1957? Pp. 32.

The author thinks that the right-to-work law, which has already been adopted by 18 states, is one way to cut down on union abuses.

52. DESSAU, JAN. *Ten Years' Activity of the World Federation of Trade Unions in the United Nations*. London, W.F.T.U. Publications Ltd., 1956. Pp. 40.

## Labour Supply

53. CLAGUE, EVAN. *Testimony... before the Joint Economic Committee for Hearings on January 1958 Economic report of the President January 28, 1958*. Washington, 1958. Pp. 8, 44.

Mr. Clague, Commissioner of Labor Statistics, spoke about the findings of the U.S. Bureau of Labor Statistics concerning trends in the labor force, employment and unemployment, wages, prices, productivity, and construction.

54. U.S. DEPARTMENT OF LABOR. *Summary of the Discussion of the Meeting on Education and Employment, November 12-13, 1957 held in... Washington*. Washington, 1957? Pp. 14.

This meeting was called to seek advice on the Department of Labor programs in the manpower field as they relate to education and training.

## Older Workers

55. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Aging of Populations and its Economic and Social Implications*. New York, 1956, i.e. 1957. Pp. 168.

Partial Contents: Changes in the Age Structure of Populations. Trends and Differentials in the Aging of Populations. Causes of the Aging of Populations. Economic and Social Implications. Aging of Populations: Future Trends.

56. U.S. WOMEN'S BUREAU. *Suggestions to Employers in regard to hiring Older Women*. Washington, G.P.O., 1958. Pp. 8.

## Productivity

57. EUROPEAN PRODUCTIVITY AGENCY. *The Influence of Sales Taxes on Productivity*. Project No. 315. Paris, Organization for European Economic Co-operation, 1958. Pp. 268.

Examines sales taxation in nine countries: Austria, Belgium, France, Germany, Great Britain, Greece, Italy, the Netherlands, and Turkey.

58. FOURASTIE, JEAN. *Productivity Prices and Wages*. Project No. 235. Paris, European Productivity Agency of the O.E.E.C., 1957. Pp. 113.

Partial Contents: Productivity Measurement based on Prices. Productivity Measurement derived from National Production Statistics.

59. GREAT BRITAIN. COUNCIL ON PRICES, PRODUCTIVITY AND INCOMES. *First Report*. London, H.M.S.O., 1958. Pp. 75.

The Council had the following terms of reference: "... To keep under review changes in prices, productivity and the level of incomes (including wages, salaries and profits) and to report thereon from time to time."

60. INTERNATIONAL CONFERENCE ON INTER-FIRM COMPARISON, VIENNA, 1956. *Inter-Firm Comparison, on Incentive to Productivity; Papers presented at the International Conference on Inter-Firm Comparison, Vienna, 17th-20th September, 1956*. Project No. 379. Paris, European Productivity Agency of the O.E.E.C., 1957. Pp. 352.

"Inter-firm comparison is a... technique for exchange of experience and information between firms..." This book contains 34 papers contributed by experts from 11 European countries.

## Professional Workers

61. CONFERENCE ON HIGHER EDUCATION IN SCIENCE AND TECHNOLOGY, CHICAGO, 1957. *Engineering and Scientific Education; Foundation of National Strength; Conference, Proceedings...* Chicago, Ill., October 31-November 2, 1957. Washington? Scientific Manpower Commission? 1958. Pp. 99.

Conference sponsored by Engineering Manpower Commission of Engineers Joint Council, and others.

Partial Contents: Technological Manpower in Western Europe, by Dael Wolffe. Technological Manpower in the United Kingdom. Science Education in Communist Lands, by Nicholas De Witt. Manpower Aspects of Higher Education in Science and Technology, by M. H. Trytten. The Magnitude of the Problems confronting Technological Education, by Gordon B. Carson. Industrial Giv-

ing, by Laird Bell. Higher Education and Sponsored Research, by J. W. Buchta. Engineering Faculty Requirements, 1957-67, by William H. Miernyk. Recruitment of Science Faculties, by John S. Nicholas.

62. U.S. BUREAU OF EMPLOYMENT SECURITY. *Scientific and Engineering Occupations in the Chemical Industry*. Washington, 1957. Pp. 25.

Employment in engineering and scientific occupations accounted for 9.6 per cent of total employment in the surveyed plants. One third of the surveyed establishments had current vacancies. Turnover among professional workers was not considered a problem. Companies preferred to hire recent male college graduates.

## Wages and Hours

63. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Wages and the Public Interest...* Washington, 1958. Pp. 62.

This study states that wages and living standards are advancing too slowly to maintain full employment and full production.

64. U.S. BUREAU OF LABOR STATISTICS. *Earnings of Communications Workers, October 1956: Class A Telephone Carriers, Western Union Telegraph Co., Radio-Telegraph Carriers, Ocean-Cable Carriers*. Washington, 1957. Pp. 10.

65. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Men's and Boys' Shirts (Except Work Shirts) and Nightwear, February, April and October 1956*. Washington, G.P.O., 1957. Pp. 110.

Based on a survey of 286 establishments with a total work force of about 70,000.

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66. CANADA. DEPARTMENT OF LABOUR. *Labour-Management Co-operation through Joint Consultation*. Ottawa, Queen's Printer, 1958. Pp. 27.

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67. INDUSTRIAL WELFARE SOCIETY. *The Works Committee Members' Handbook; a Manual for All Representatives*. London, 1957. Pp. 34.

Explains the purpose of joint consultation, the purpose of having works councils, how to draft a constitution and standing orders for the works council, the duties of the chairman, secretary and members of the committee, and how to make joint consultation work.

## Miscellaneous

68. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Worker's Handbook on Unemployment Insurance*. 12th ed. Ottawa, Queen's Printer, 1958. Pp. 18.

69. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Some British Records and Achievements in Science, Industry and Technology*. London, H.M.S.O., 1958. Pp. 32.



Contents: Engineering and Energy. Industrial and Other Materials. Transport and Communications. Farming. Fundamental Science. Major World Speed and Aircraft Performance Records. Nobel Prizes for Science: Awards to UK Scientists.

70. NATIONAL INDUSTRIAL CONFERENCE BOARD. *How to stimulate Salesmen to Better Selling*. New York, c1958. Pp. 112.

Contents: Better Supervision to increase Sales. Using Sales Training to build Competence and Enthusiasm. Sales Meetings with Post-Meeting Punch. Compensation as a Stimulant. Contents. How Merit Ratings improve Sales Performance.

71. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Mining Developments in Asia and the Far East, 1956*. Bangkok, 1957. Pp. 63.

72. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Reports on Employment of the Handicapped: Personnel and Industrial Relations; Two Doctors; the Safety Engineer*. Washington, G.P.O., 1958. Pp. 37.

Partial Contents: Personnel Planning in employing the Handicapped at Northrop Aircraft, Inc. What Personnel has learned from the Handicapped at Repeal Brass Co. Rehabilitation as a By-Product of Remunerative Employment at Hughes Aircraft Co. The Utilization of Special Groups such as the Epileptic, Heart, TB, Deaf, and Aged as practised at Northrop Aircraft, Inc. What Safety has learned from the Handicapped at Northrop Aircraft, Inc. The Safety Engineer's Part in the Placement of the Physically Handicapped at Ai Research Manufacturing Co.

## Housing Starts Increasing in Canada, United States, Great Britain

The number of new housing units on which construction began in Canada in May was 18,081, compared with 13,601 in May 1957, the Dominion Bureau of Statistics reported last month. This continued the upward trend that started some months ago, raising the number of starts in the January-May period almost 60 per cent, to 46,621 units compared with 30,713 a year earlier.

The number of units completed in May rose less sharply than the number of starts, to 9,900 from 7,597 in 1957, making the five-month total 15 per cent larger than last year, at 45,196 units compared with 39,253.

Units in various stages of construction at May 31 numbered 76,271, which was 26 per cent more than 60,594 units on that date last year.

### United States

In the United States non-farm housing starts rose more than seasonally to 115,000 in June, 15 per cent higher than a year earlier and the highest total for any month since August 1955.

At the end of the first half of 1958 a total of 530,400 new houses and apartments had been put under construction, which was 3 per cent more than the 513,600 units begun in the comparable period of 1957.

### Great Britain

In Great Britain in 1957, for the fifth year in succession, the number of houses built reached 300,000, the actual figure being 301,090. Of this total, local authorities were responsible for the building of 165,910 houses, despite restrictions on capital expenditure which the Government imposed in 1956 and 1957.

Continued progress was made in 1957 with slum clearance and rehousing. In England and Wales more than 148,000 were moved from unfit houses. Unfit houses demolished or closed totalled about 44,500, nearly 10,000 more than 1956, the first year of the campaign. In Scotland, more than 11,000 houses were demolished or closed.

## Co-operative Housing in U.S. Shows Marked Gains Since War

Co-operative housing in the United States has experienced marked gains since the end of the Second World War, according to an article in *Construction Review*, June 1958, a publication of the U.S. Departments of Labor and Commerce.

More than 100,000 co-operative housing units are in existence, and 45,000 of these have been financed with federally insured (FHA) mortgages since 1950.

An additional 22,000 units were built under various New York state laws. A

further 22,000 units were in war housing developments that were purchased from the Public Housing Authority by mutual or co-operative corporations.

Mortgage money for co-operatives has been furnished by insurance companies, union pension and welfare funds, and, in New York state, by state and municipal bond issues. Mortgages of co-operatives are also eligible for FHA insurance under the National Housing Act.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 24, 1958**  
(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,031	111	452	1,705	2,193	1,062	508
Agricultural.....	748	*	65	174	163	320	26
Non-Agricultural.....	5,283	111	387	1,531	2,030	742	482
Males.....	4,563	93	352	1,297	1,622	818	381
Agricultural.....	692	*	61	169	146	291	25
Non-Agricultural.....	3,871	93	291	1,128	1,476	527	356
Females.....	1,468	18	100	408	571	244	127
Agricultural.....	56	*	*	*	17	29	*
Non-Agricultural.....	1,412	18	96	403	554	215	126
All Ages.....	6,031	111	452	1,705	2,193	1,062	508
14—19 years.....	559	14	45	199	164	100	37
20—24 years.....	768	17	61	247	261	128	54
25—44 years.....	2,780	50	198	780	1,027	484	241
45—64 years.....	1,690	27	126	424	649	307	157
65 years and over.....	234	*	22	55	92	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,665	91	407	1,570	2,093	1,033	471
Males.....	4,243	73	311	1,177	1,538	793	351
Females.....	1,422	18	96	393	555	240	120
Agricultural.....	739	*	64	170	161	319	25
Non-Agricultural.....	4,926	91	343	1,400	1,932	714	446
Paid Workers.....	4,517	79	314	1,277	1,789	655	403
Males.....	3,241	64	230	915	1,282	458	292
Females.....	1,276	15	84	362	507	197	111
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	366	20	45	135	100	29	37
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,203	158	454	1,486	1,709	889	507
Males.....	1,013	46	94	273	303	178	119
Females.....	4,190	112	360	1,213	1,406	711	388

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended May 24, 1958		Week Ended April 19, 1958		Week Ended May 18, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	397	383	541	519	208	195
Without Jobs.....	366	355	516	496	194	183
Under 1 month.....	73	—	76	—	55	—
1—3 months.....	99	—	157	—	68	—
4—6 months.....	123	—	214	—	51	—
7—12 months.....	58	—	59	—	15	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	31	28	25	23	14	12
1—14 hours.....	10	*	*	*	*	*
15—34 hours.....	21	19	17	15	10	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column  
 \* Less than 10,000.

## B—Labour Income

**TABLE B-1. ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1953* Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384	78	328	326	42	1,233
April.....	72	387R	90R	337	331	44	1,261
May.....	82P	395P	103P	346P	342P	44P	1,312P

\*Includes Newfoundland, since 1949. R—revised; P—preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,397,366.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**  
(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.5	188.1	163.7	70.33	108.7	181.5	165.9	72.93

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1958	Apr. 1 1958	May 1 1957	May 1 1958	Apr. 1 1958	May 1 1957
<b>(a) PROVINCES</b>						
Newfoundland.....	111.9	111.2	118.1	63.32	63.74	63.27
Prince Edward Island.....	102.7	97.7	103.7	52.72	50.86	51.98
Nova Scotia.....	91.3	89.0	95.0	58.39	59.52	56.12
New Brunswick.....	87.9	93.1	96.1	57.27	58.60	56.18
Quebec.....	112.8	111.2	117.2	67.95	67.66	64.68
Ontario.....	118.4	116.7	123.0	72.92	72.73	69.94
Manitoba.....	105.1	103.3	107.4	65.62	65.72	62.67
Saskatchewan.....	119.3	114.3	115.7	66.69	66.78	63.45
Alberta (including Northwest Territories).....	140.7	140.1	143.7	71.54	72.52	68.01
British Columbia (including Yukon).....	111.1	109.4	123.1	76.47	75.58	73.46
<b>Canada.....</b>	<b>114.5</b>	<b>112.9</b>	<b>119.4</b>	<b>70.33</b>	<b>70.20</b>	<b>67.37</b>
<b>(b) METROPOLITAN AREAS</b>						
St. John's.....	120.7	116.4	116.1	51.69	51.80	50.10
Sydney.....	88.8	88.7	91.4	71.55	73.54	68.84
Halifax.....	111.8	113.9	114.6	57.02	57.48	54.22
Saint John.....	87.2	102.0	94.6	53.78	52.59	51.57
Quebec.....	107.1	104.5	109.2	58.73	58.09	55.01
Sherbrooke.....	96.8	98.0	107.8	57.47	57.19	54.86
Three Rivers.....	110.8	107.8	117.8	62.62	63.41	62.29
Drummondville.....	72.1	70.9	75.9	58.89	58.71	56.91
Montreal.....	120.8	119.0	124.3	68.94	68.57	65.87
Ottawa—Hull.....	117.6	115.6	119.1	63.73	63.50	60.06
Peterborough.....	99.4	99.6	108.4	77.23	76.81	71.72
Oshawa.....	169.2	167.8	175.9	80.67	77.27	77.66
Niagara Falls.....	107.3	105.9	122.7	76.40	77.25	75.41
St. Catharines.....	110.6	109.2	126.4	80.92	79.92	77.69
Toronto.....	129.9	128.7	131.6	73.67	73.31	70.40
Hamilton.....	108.6	106.1	115.5	76.56	76.45	75.11
Brantford.....	86.8	87.9	88.4	67.19	67.04	63.59
Galt.....	109.2	109.7	115.2	61.86	62.40	60.34
Kitchener.....	109.6	107.8	114.0	64.56	64.67	63.70
Sudbury.....	138.8	142.8	139.7	86.83	84.59	82.29
London.....	118.0	116.3	119.6	66.17	65.93	63.59
Sarnia.....	135.7	134.3	144.9	91.65	91.50	84.77
Windsor.....	80.3	81.2	100.7	78.31	77.43	73.84
Saint Ste. Marie.....	134.3	127.5	137.1	85.26	85.99	83.45
Pt. William—Pt. Arthur.....	114.1	106.5	115.0	70.49	69.52	68.15
Winnipeg.....	104.7	102.5	105.3	62.85	63.04	59.77
Regina.....	118.5	114.1	115.2	63.74	62.73	61.19
Saskatoon.....	126.6	120.7	118.4	62.55	62.62	58.47
Edmonton.....	171.9	165.8	175.2	66.89	67.05	62.92
Calgary.....	152.5	150.8	154.0	67.83	67.58	64.52
Vancouver.....	112.5	110.9	119.5	74.86	73.53	70.82
Victoria.....	113.4	114.9	118.7	68.89	66.95	65.47

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1958	Apr. 1 1958	May 1 1957	May 1 1958	Apr. 1 1958	May 1 1957
<b>Mining</b> .....	<b>121.8</b>	<b>125.5</b>	<b>120.8</b>	<b>86.10</b>	<b>87.62</b>	<b>82.61</b>
Metal mining.....	136.4	138.1	130.5	88.93	89.48	85.30
Gold.....	74.4	73.9	76.7	73.51	73.47	72.51
Other metal.....	194.2	197.9	180.7	94.44	95.05	90.37
Fuels.....	97.6	107.0	100.8	83.50	87.86	81.18
Coal.....	55.8	57.2	60.6	66.80	68.63	64.71
Oil and natural gas.....	261.4	302.0	248.8	97.45	102.12	95.94
Non-metal.....	127.7	123.4	137.2	78.28	77.58	71.15
<b>Manufacturing</b> .....	<b>198.7</b>	<b>198.3</b>	<b>115.8</b>	<b>72.93</b>	<b>72.80</b>	<b>69.78</b>
Food and beverages.....	103.5	100.6	102.8	65.77	66.05	62.42
Meat products.....	122.5	121.1	119.1	74.09	76.14	70.27
Canned and preserved fruits and vegetables.....	73.4	68.7	77.2	62.40	61.32	57.42
Grain mill products.....	103.8	103.4	102.6	71.44	69.62	65.11
Bread and other bakery products.....	107.0	106.9	107.6	62.63	62.63	60.63
Biscuits and crackers.....	89.1	86.8	89.1	52.52	54.46	51.41
Distilled and malt liquors.....	102.9	99.9	101.1	83.31	82.63	78.61
Tobacco and tobacco products.....	109.2	117.6	85.7	63.81	63.67	66.83
Rubber products.....	97.2	97.4	109.4	73.09	71.41	73.16
Leather products.....	81.6	85.5	89.2	48.44	49.33	47.55
Boots and shoes (except rubber).....	89.9	91.4	93.7	46.08	47.28	45.06
Textile products (except clothing).....	76.7	76.4	86.2	57.59	57.40	55.19
Cotton yarn and broad woven goods.....	75.3	71.4	85.7	52.62	52.49	51.63
Woolen goods.....	58.1	58.2	71.8	51.50	51.61	52.25
Synthetic textiles and silk.....	78.6	79.2	86.7	61.05	63.92	61.30
Clothing (textile and fur).....	60.0	91.3	95.8	46.06	46.98	43.91
Men's clothing.....	92.6	91.5	102.6	45.15	46.32	42.52
Women's clothing.....	95.7	98.0	96.9	48.22	48.96	45.98
Knit goods.....	75.8	76.2	82.5	45.02	45.54	43.63
Wood products.....	97.0	95.9	103.3	62.69	62.97	59.24
Saw and planing mills.....	94.8	94.4	101.9	64.93	65.51	61.08
Furniture.....	107.9	106.9	109.9	60.41	60.08	57.55
Other wood products.....	86.6	82.9	96.9	56.51	56.40	53.78
Paper products.....	118.5	117.7	122.1	84.29	81.65	82.12
Pulp and paper mills.....	118.7	117.8	123.8	90.02	90.92	88.26
Other paper products.....	118.0	117.6	118.1	70.08	69.18	66.09
Printing, publishing and allied industries.....	118.5	118.7	119.2	78.59	78.50	75.08
Iron and steel products.....	104.1	103.4	116.1	80.95	80.82	78.62
Agricultural implements.....	69.7	70.2	68.8	81.51	81.62	75.00
Fabricated and structural steel.....	153.7	153.9	174.8	82.46	82.37	79.17
Hardware and tools.....	90.8	90.8	99.5	73.59	73.94	71.61
Heating and cooking appliances.....	96.2	95.7	99.6	71.08	70.85	66.23
Iron castings.....	97.4	97.7	107.3	76.72	76.80	76.31
Machinery mfg.....	108.5	109.3	128.0	77.98	78.19	74.97
Primary iron and steel.....	109.3	108.0	128.0	92.34	91.50	92.01
Sheet metal products.....	101.0	98.5	110.8	78.69	78.26	74.37
Transportation equipment.....	129.5	130.0	148.0	82.46	81.15	77.12
Aircraft and parts.....	366.8	368.0	384.5	88.74	86.68	80.73
Motor vehicles.....	106.7	109.3	136.6	89.18	86.05	83.75
Motor vehicle parts and accessories.....	102.4	100.2	119.5	81.02	79.72	76.05
Railroad and rolling stock equipment.....	80.3	81.6	95.7	73.32	73.80	69.81
Shipbuilding and repairing.....	153.1	151.6	162.7	76.72	76.51	72.61
Non-ferrous metal products.....	125.0	125.6	128.9	84.50	84.09	79.33
Aluminum products.....	124.2	122.0	134.4	80.55	80.17	75.02
Brass and copper products.....	100.1	98.5	105.8	75.36	74.46	73.86
Smelting and refining.....	152.5	154.1	154.5	92.33	91.92	85.82
Electrical apparatus and supplies.....	135.1	136.2	151.6	78.31	77.91	74.17
Non-metallic mineral products.....	128.8	122.7	130.5	75.31	75.24	71.77
Clay products.....	98.6	91.7	100.7	70.52	70.59	68.96
Glass and glass products.....	133.2	130.8	132.6	71.19	71.06	68.09
Products of petroleum and coal.....	138.8	137.5	137.9	102.87	104.21	102.45
Chemical products.....	132.6	130.3	133.3	82.93	82.53	78.23
Medicinal and pharmaceutical preparations.....	120.2	119.2	116.1	73.76	73.70	69.45
Acids, alkalis and salts.....	150.2	149.1	146.9	93.81	93.59	88.32
Miscellaneous manufacturing industries.....	117.9	115.7	113.9	64.22	64.45	59.53
<b>Construction</b> .....	<b>115.6</b>	<b>102.4</b>	<b>125.4</b>	<b>74.29</b>	<b>75.72</b>	<b>71.96</b>
Building and general engineering.....	119.1	108.8	137.4	81.46	82.16	77.71
Building.....	119.7	110.6	142.6	79.66	80.23	76.49
Engineering work.....	116.8	101.3	116.3	89.17	90.96	83.90
Highways, bridges and streets.....	110.0	92.2	106.2	61.87	63.54	60.05
<b>Service</b> .....	<b>130.3</b>	<b>129.5</b>	<b>127.9</b>	<b>48.71</b>	<b>48.32</b>	<b>45.71</b>
Hotels and restaurants.....	119.3	118.3	120.7	38.89	38.55	37.57
Laundries and dry cleaning plants.....	116.7	114.4	113.9	44.19	43.58	42.37
Other service.....	179.2	181.0	169.2	71.38	70.59	66.90
<b>Industrial composite</b> .....	<b>114.5</b>	<b>112.9</b>	<b>119.4</b>	<b>70.33</b>	<b>70.20</b>	<b>67.37</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-1.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1958	Apr. 1, 1958	May 1, 1957	May 1, 1958	Apr. 1, 1958	May 1, 1957
Newfoundland.....	41.1	41.5	47.2	154.9	155.3	162.9
Nova Scotia.....	41.1	41.2	40.8	148.6	149.4	141.8
New Brunswick.....	40.2	40.8	40.6	145.2	146.1	142.0
Quebec.....	41.3	41.3	41.3	149.8	149.4	142.9
Ontario.....	40.1	40.1	40.4	174.9	174.1	169.1
Manitoba.....	40.0	40.5	40.1	154.5	153.8	148.7
Saskatchewan.....	39.1	39.7	40.0	177.5	177.1	165.3
Alberta (1).....	40.0	40.0	40.1	175.5	175.7	167.3
British Columbia (2).....	38.0	38.2	38.7	202.0	202.1	189.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings; Prices and Price Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958(1).....	40.4	166.4	67.23	161.2	125.1	128.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1958	Apr. 1 1958	May 1 1957	May 1 1958	Apr. 1 1958	May 1 1957	May 1 1958	Apr. 1 1958	May 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.6	42.3	41.7	194.4	195.7	186.2	80.87	82.78	77.65
Metals mining.....	42.4	42.8	42.4	201.5	201.7	193.9	85.44	86.33	82.21
Gold.....	43.4	43.6	42.8	158.7	158.6	159.5	68.88	69.15	68.27
Other metal.....	42.0	42.5	42.3	218.2	217.8	208.6	91.64	92.57	88.24
Fuels.....	38.2	40.8	39.2	182.8	189.0	175.8	69.83	77.11	68.91
Coal.....	37.8	39.1	38.6	170.1	171.2	162.5	64.30	66.94	62.73
Oil and natural gas.....	39.2	43.7	40.6	210.5	216.1	206.0	82.52	94.44	83.64
Non-metal.....	43.0	42.3	42.6	175.7	176.1	167.9	75.55	74.49	71.53
Manufacturing.....	40.4	40.4	40.6	166.4	165.8	160.0	67.23	66.98	64.96
Food and beverages.....	40.9	41.1	40.4	146.7	146.5	140.4	60.00	60.21	56.72
Meat products.....	40.5	41.4	39.8	170.9	172.6	164.9	69.21	71.46	65.63
Canned and preserved fruits and vegetables.....	39.4	40.2	38.3	134.8	137.8	126.3	53.11	55.40	48.37
Grain mill products.....	42.5	41.9	41.1	158.3	155.1	147.7	67.32	64.99	60.70
Bread and other bakery products.....	42.6	42.4	42.5	132.2	131.9	127.2	56.32	55.93	54.06
Distilled and malt liquors.....	39.8	39.4	39.6	191.4	191.5	181.8	76.18	75.45	71.99
Tobacco and tobacco products.....	38.6	41.2	40.3	152.1	143.1	155.2	58.71	58.96	62.55
Rubber products.....	39.9	38.6	41.6	167.2	166.7	167.6	66.71	64.35	69.72
Leather products.....	38.6	40.0	39.8	114.3	113.6	110.4	44.12	45.44	43.94
Boots and shoes (except rubber).....	38.4	40.2	39.2	109.5	108.8	107.0	42.05	43.74	41.94
Textile products (except clothing).....	41.0	41.0	41.4	124.2	123.9	120.1	50.92	50.80	49.72
Cotton yarn and broad woven goods.....	38.8	39.6	39.3	122.1	122.3	120.2	47.37	47.21	47.24
Woollen goods.....	41.9	41.9	42.3	116.8	116.6	112.0	48.94	48.86	47.38
Synthetic textiles and silk.....	42.9	43.0	43.7	132.4	132.1	126.8	56.80	56.80	55.41
Clothing (textile and fur).....	37.8	38.7	37.5	107.7	108.5	104.3	40.71	41.99	39.11
Men's clothing.....	37.2	38.4	36.8	108.4	109.8	104.9	40.32	42.16	38.60
Women's clothing.....	37.3	38.1	37.0	113.7	114.2	110.7	42.41	43.51	40.96
Knit goods.....	39.2	39.9	39.2	102.9	102.8	100.3	40.34	41.02	39.32
*Wood products.....	40.7	40.9	40.8	146.5	146.5	139.1	59.63	59.92	56.75
Saw and planing mills.....	39.9	40.2	39.9	157.1	157.8	148.9	62.68	63.44	59.41
Furniture.....	42.1	41.9	42.1	133.2	133.1	127.6	56.08	55.77	53.72
Other wood products.....	41.4	42.3	42.0	125.2	122.1	119.1	51.83	51.65	50.02
Paper products.....	40.7	40.8	42.0	192.9	193.5	184.0	78.51	78.95	77.28
Pulp and paper mills.....	40.5	40.8	42.3	207.3	208.5	197.3	83.96	85.07	83.45
Other paper products.....	41.2	40.8	41.2	152.6	151.2	143.5	62.87	61.69	59.12
Printing, publishing and allied industries.....	39.4	39.8	39.8	199.4	198.1	190.1	78.56	78.84	75.66
*Iron and steel products.....	40.3	40.4	41.3	189.9	189.2	182.4	76.53	76.44	75.33
Agricultural implements.....	40.5	41.1	39.2	190.6	189.6	178.7	77.19	77.93	70.05
Fabricated and structural steel.....	40.6	40.7	41.6	185.9	185.7	178.3	75.48	75.58	74.17
Hardware and tools.....	40.8	41.0	41.3	166.3	166.1	162.4	67.85	68.10	67.07
Heating and cooking appliances.....	40.7	40.6	39.8	164.1	163.4	159.3	66.79	66.34	61.25
Iron castings.....	39.8	39.9	41.6	183.2	183.0	176.7	72.91	73.02	73.51
Machinery manufacturing.....	40.9	41.1	42.1	178.8	178.1	169.5	73.13	73.20	71.36
Primary iron and steel.....	39.6	39.6	41.9	221.7	220.2	213.6	87.79	87.20	89.50
Sheet metal products.....	40.1	40.1	40.0	184.2	183.1	174.5	73.86	73.42	69.80
*Transportation equipment.....	41.1	40.5	40.5	188.4	187.7	180.6	77.43	76.02	73.14
Aircraft and parts.....	42.6	41.0	40.8	192.7	192.8	181.6	82.09	79.05	74.09
Motor vehicles.....	40.7	39.6	40.1	203.4	200.0	197.1	82.78	79.20	79.04
Motor vehicle parts and accessories.....	40.3	39.8	40.1	189.5	188.1	181.7	76.37	74.86	72.86
Railroad and rolling stock equipment.....	39.7	40.1	39.5	180.2	180.1	173.3	71.54	72.22	68.45
Shipbuilding and repairing.....	41.9	41.6	42.1	180.9	181.5	171.4	75.80	75.50	72.16
*Non-ferrous metal products.....	40.3	40.0	40.8	194.6	194.3	180.3	78.42	77.72	73.56
Aluminum products.....	40.7	40.6	40.0	166.6	166.5	156.2	67.81	67.60	62.48
Brass and copper products.....	39.2	38.8	41.1	177.0	175.5	167.2	69.38	68.09	68.72
Smelting and refining.....	40.5	40.2	40.9	213.2	213.2	195.9	86.35	85.71	80.12
*Electrical apparatus and supplies.....	40.1	39.9	39.9	172.5	172.7	165.6	69.17	68.91	66.07
Heavy electrical machinery and equipment.....	39.6	39.7	40.1	191.9	191.1	182.5	75.99	75.87	73.18
Radios and radio parts.....	40.6	40.0	39.4	153.6	155.0	145.8	62.36	62.00	57.45
Batteries.....	40.6	39.5	39.4	165.0	165.4	161.9	66.99	65.33	63.79
Refrigerators, vacuum cleaners and appliances.....	40.7	40.7	39.9	171.7	172.8	169.5	69.88	70.33	67.63
Miscellaneous electrical products.....	39.7	39.3	39.9	164.2	163.0	153.8	65.19	64.06	61.37
Wire and cable.....	40.7	41.2	40.5	188.2	187.8	179.0	76.41	77.37	72.50
*Non-metallic mineral products.....	42.6	42.6	42.5	168.1	165.8	158.9	70.92	70.63	67.53
Clay products.....	42.2	41.9	42.6	155.2	155.6	150.5	65.49	65.20	64.11
Glass and glass products.....	41.6	41.9	41.9	161.8	159.9	152.3	67.31	67.00	63.81
Products of petroleum and coal.....	40.8	41.4	42.5	226.8	228.3	220.3	92.53	94.52	93.63
Chemical products.....	41.1	40.7	41.1	179.4	179.2	168.8	73.73	72.93	69.38
Medicinal and pharmaceutical preparations.....	40.8	41.0	40.7	140.9	141.3	131.4	57.49	57.93	53.48
Acids, alkalis and salts.....	41.4	41.4	42.2	207.1	206.4	193.1	85.74	85.45	81.49
Miscellaneous manufacturing industries.....	41.2	41.4	40.9	137.9	137.6	129.2	56.81	56.97	52.84
*Durable goods.....	40.7	40.5	40.9	179.6	179.4	171.9	73.10	72.66	70.31
Non-durable goods.....	40.1	40.4	40.4	152.7	152.1	145.5	61.23	61.45	59.19
Construction.....	40.3	41.1	39.7	178.2	179.2	176.9	71.81	73.65	70.23
Building and general engineering.....	41.0	41.4	40.0	193.2	193.0	188.9	79.21	79.90	75.56
Highways, bridges and streets.....	39.0	40.7	38.8	146.9	148.0	145.1	57.29	60.24	56.30
Electric and motor transportation.....	43.8	44.1	44.1	165.7	166.1	158.6	72.58	73.25	69.94
Service.....	39.6	39.5	40.3	97.9	97.2	94.4	38.77	38.39	38.04
Hotels and restaurants.....	39.3	39.4	40.3	96.6	95.8	93.9	37.96	37.75	37.84
Laundries and dry cleaning plants.....	40.6	40.2	41.0	96.0	95.3	90.7	38.98	38.31	37.19

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958 <sup>(1)</sup> .....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958 <sup>(1)</sup> .....	11,011	13,040	24,051	350,897	155,245	506,142

\* Current Vacancies only. Deferred vacancies are excluded.

(<sup>1</sup>) Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 30, 1958 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				April 30 1958		May 31 1957	
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,716</b>	<b>457</b>	<b>2,173</b>	—	<b>79</b>	+	<b>241</b>
<b>Forestry</b> .....	<b>727</b>	<b>11</b>	<b>738</b>	—	<b>660</b>	—	<b>4,062</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,063</b>	<b>49</b>	<b>1,112</b>	+	<b>431</b>	—	<b>880</b>
Metal Mining.....	308	22	330	—	164	—	541
Fuels.....	548	16	564	+	477	—	254
Non-Metal Mining.....	128	.....	128	+	70	—	28
Quarrying, Clay and Sand Pits.....	2	1	3	—	12	—	9
Prospecting.....	77	10	87	+	60	—	48
<b>Manufacturing</b> .....	<b>3,223</b>	<b>1,819</b>	<b>5,042</b>	+	<b>405</b>	—	<b>4,340</b>
Foods and Beverages.....	437	157	594	—	20	—	322
Tobacco and Tobacco Products.....	7	12	19	+	7	—	5
Rubber Products.....	25	10	35	+	1	—	2
Leather Products.....	62	81	143	+	14	—	152
Textile Products (except clothing).....	97	78	175	+	16	—	283
Clothing (textile and fur).....	78	808	886	+	92	—	499
Wood Products.....	364	71	435	—	29	—	316
Paper Products.....	104	36	140	—	16	—	293
Printing, Publishing and Allied Industries.....	261	82	343	+	118	—	15
Iron and Steel Products.....	557	91	648	+	163	—	509
Transportation Equipment.....	512	52	564	+	2	—	614
Non-Ferrous Metal Products.....	106	55	161	—	17	—	365
Electrical Apparatus and Supplies.....	115	92	207	—	24	—	458
Non-Metallic Mineral Products.....	106	45	151	+	16	—	21
Products of Petroleum and Coal.....	110	17	127	+	56	—	47
Chemical Products.....	196	90	286	+	24	—	387
Miscellaneous Manufacturing Industries.....	86	42	128	+	2	—	52
<b>Construction</b> .....	<b>2,812</b>	<b>99</b>	<b>2,911</b>	—	<b>368</b>	—	<b>2,267</b>
General Contractors.....	2,311	63	2,374	—	447	—	2,094
Special Trade Contractors.....	501	36	537	+	79	—	173
<b>Transportation, Storage and Communication</b> .....	<b>1,584</b>	<b>299</b>	<b>1,883</b>	+	<b>203</b>	—	<b>1,043</b>
Transportation.....	1,228	174	1,402	+	104	—	646
Storage.....	27	17	44	—	10	—	69
Communication.....	329	108	437	+	109	—	328
<b>Public Utility Operation</b> .....	<b>221</b>	<b>31</b>	<b>252</b>	—	<b>49</b>	—	<b>257</b>
<b>Trade</b> .....	<b>1,930</b>	<b>2,073</b>	<b>4,003</b>	+	<b>222</b>	—	<b>1,784</b>
Wholesale.....	635	377	1,012	+	34	—	711
Retail.....	1,295	1,696	2,991	+	188	—	1,073
<b>Finance, Insurance and Real Estate</b> .....	<b>618</b>	<b>584</b>	<b>1,202</b>	+	<b>20</b>	—	<b>613</b>
<b>Service</b> .....	<b>4,612</b>	<b>9,443</b>	<b>14,055</b>	+	<b>1,640</b>	—	<b>4,555</b>
Community or Public Service.....	885	1,731	2,616	+	420	—	160
Government Service.....	2,013	600	2,613	—	162	—	1,292
Recreation Service.....	193	121	314	+	113	—	46
Business Service.....	778	331	1,109	+	276	—	363
Personal Service.....	743	6,660	7,403	+	993	—	2,694
<b>GRAND TOTAL</b> .....	<b>18,506</b>	<b>14,865</b>	<b>33,371</b>	+	<b>1,765</b>	—	<b>19,560</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 29, 1958 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfiled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,288	1,088	3,376	9,596	2,439	12,035
Clerical workers.....	993	2,941	3,934	18,808	48,457	67,265
Sales workers.....	1,152	1,062	2,214	7,156	18,556	25,712
Personal and domestic service workers...	1,323	7,530	8,853	39,994	24,578	64,572
Seamen.....	9	.....	9	2,473	7	2,480
Agriculture, fishing, forestry (Ex. log.)...	1,959	296	2,255	10,201	821	11,022
Skilled and semiskilled workers.....	4,752	1,248	6,000	216,131	31,394	247,525
Food and kindred products (incl. tobacco).....	67	15	82	1,563	986	2,549
Textiles, clothing, etc.....	61	906	967	5,843	19,790	25,633
Lumber and lumber products.....	928	5	933	36,230	189	36,419
Pulp, paper (incl. printing).....	37	5	42	1,453	719	2,172
Leather and leather products.....	36	52	88	1,580	1,756	3,336
Stone, clay and glass products.....	5	1	6	519	66	585
Metalworking.....	624	15	639	23,707	1,667	25,374
Electrical.....	57	13	70	4,702	1,839	6,541
Transportation equipment.....	5	.....	5	1,277	73	1,350
Mining.....	45	.....	45	3,318	.....	3,318
Construction.....	947	.....	947	50,280	8	50,288
Transportation (except seamen).....	695	24	719	38,227	194	38,421
Communications and public utility...	14	.....	14	1,258	3	1,261
Trade and service.....	156	181	337	5,401	2,310	7,711
Other skilled and semiskilled.....	900	23	923	29,179	1,381	30,560
Foremen.....	64	8	72	4,765	409	5,174
Apprentices.....	111	.....	111	6,849	9	6,858
Unskilled workers.....	2,696	512	3,208	145,998	30,372	176,370
Food and tobacco.....	97	63	160	4,983	7,358	12,341
Lumber and lumber products.....	244	5	249	20,637	562	21,199
Metalworking.....	144	21	165	9,854	968	10,822
Construction.....	1,326	.....	1,326	69,880	4	69,884
Other unskilled workers.....	885	423	1,308	40,644	21,480	62,124
<b>GRAND TOTAL.....</b>	<b>15,172</b>	<b>14,677</b>	<b>29,849</b>	<b>450,357</b>	<b>156,624</b>	<b>606,981</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 29, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957
<b>Newfoundland</b> .....	<b>246</b>	<b>224</b>	<b>219</b>	<b>23,587</b>	<b>31,483</b>	<b>12,907</b>
Corner Brook.....	5	5	12	5,911	7,591	3,069
Grand Falls.....	13	17	21	2,177	3,062	1,814
St. John's.....	228	202	186	15,499	20,830	8,024
<b>Prince Edward Island</b> .....	<b>126</b>	<b>215</b>	<b>193</b>	<b>2,897</b>	<b>5,219</b>	<b>1,653</b>
Charlottetown.....	93	117	121	1,563	2,975	1,015
Summerside.....	33	98	72	1,334	2,244	638
<b>Nova Scotia</b> .....	<b>773</b>	<b>697</b>	<b>1,488</b>	<b>28,125</b>	<b>36,495</b>	<b>12,853</b>
Amherst.....	16	12	44	1,053	1,577	683
Bridgewater.....	16	13	71	1,763	2,370	501
Halifax.....	497	407	1,055	6,240	7,100	3,117
Inverness.....			3	870	1,432	445
Kentville.....	61	42	51	3,180	4,308	1,701
Liverpool.....	15	4	17	898	1,143	272
New Glasgow.....	47	59	95	3,063	5,070	1,391
Springhill.....			1	1,032	1,117	610
Sydney.....	50	32	75	5,094	6,034	2,348
Truro.....	5	9	36	1,720	2,339	781
Yarmouth.....	66	59	40	3,207	4,005	1,004
<b>New Brunswick</b> .....	<b>761</b>	<b>770</b>	<b>1,349</b>	<b>30,441</b>	<b>41,451</b>	<b>16,267</b>
Bathurst.....	8	13	9	4,152	6,335	1,664
Campbellton.....	38	33	83	2,707	3,500	1,933
Edmundston.....	6	6	167	2,504	3,410	1,276
Fredericton.....	124	119	146	2,469	2,824	1,145
Minto.....	27	9	99	1,017	1,076	426
Moncton.....	325	383	473	6,309	9,539	3,100
Newcastle.....	6	1	10	3,224	4,166	1,684
Saint John.....	185	169	220	3,577	4,319	2,934
St. Stephen.....	8	10	41	2,201	2,773	903
Sussex.....	32	9	73	536	883	320
Woodstock.....	2	18	28	1,745	2,626	822
<b>Quebec</b> .....	<b>6,008</b>	<b>5,967</b>	<b>11,589</b>	<b>197,191</b>	<b>245,782</b>	<b>99,740</b>
Asbestos.....	13	10	43	1,160	1,331	413
Beauharnois.....	38	32	31	1,136	1,382	585
Buckingham.....	57	16	23	1,144	1,609	736
Causapscal.....	1	445	91	3,095	4,251	2,127
Chandler.....	6	3	2	1,553	2,657	721
Chicoutimi.....	123	81	1,218	2,033	2,782	1,179
Dolbeau.....	15	16	55	1,986	2,943	1,126
Drummondville.....	23	28	74	2,192	2,650	1,130
Farnham.....	70	103	35	1,047	1,312	604
Forestville.....	21	41	538	2,564	3,150	984
Gaspé.....	20	6	2	1,476	2,537	880
Granby.....	78	38	80	1,821	2,360	930
Hull.....	62	143	95	3,317	4,589	1,825
Joliette.....	140	110	153	3,655	5,128	1,701
Jonquière.....	66	45	36	2,551	3,126	1,648
Lachute.....	41	41	22	800	1,021	351
La Malbaie.....	18	9	7	1,871	2,759	940
La Tuque.....	313	488	827	1,001	1,447	390
Lévis.....	122	135	214	3,839	5,149	2,457
Louiseville.....	44	48	62	1,342	2,035	630
Magog.....	1	2	3	950	1,195	475
Maniwaki.....	16	18	57	1,486	2,176	846
Matane.....	12	9	6	3,781	5,393	2,088
Mégantic.....	10	2	27	1,530	2,044	724
Mont-Laurier.....	3	2	15	1,342	1,907	863
Montmagny.....	13	30	22	2,255	3,298	1,500
Montreal.....	2,184	2,302	4,359	68,200	73,617	30,359
New Richmond.....	1	1	7	1,935	2,711	963
Port Alfred.....	7	1	52	1,102	1,438	574
Quebec.....	697	524	791	13,002	16,524	8,259
Rimouski.....	76	83	112	4,128	6,003	2,589
Rivière du Loup.....	142	45	78	5,089	7,701	2,761
Roberval.....	17	15	172	1,821	2,662	912
Rouyn.....	70	48	169	5,255	6,172	2,916
Ste. Agathe.....	79	27	36	781	1,613	419
Ste. Anne de Bellevue.....	81	59	107	977	1,236	386
Ste. Therese.....	55	59	78	1,509	2,160	782
St. Hyacinthe.....	329	48	44	2,184	2,633	1,291
St. Jean.....	55	61	114	2,037	2,487	858
St. Jérôme.....	41	37	51	1,545	2,211	842
Sept Îles.....	62	75	157	1,980	2,373	1,031
Shawinigan Falls.....	22	10	41	5,540	7,084	2,775
Sherbrooke.....	136	130	175	5,816	6,922	2,860
Sorel.....	45	62	91	2,178	2,500	817
Thetford Mines.....	97	106	95	1,892	2,394	984
Trois-Rivières.....	169	161	299	4,997	6,740	2,277



TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 29, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957
<b>Quebec—Con.</b>						
Val d'Or.....	9	12	192	3,311	4,317	1,891
Valleyfield.....	23	13	77	2,224	2,786	1,014
Victoriaville.....	54	41	54	2,535	3,199	1,098
Ville d'Alma.....	98	112	124	2,096	2,720	1,300
Ville St. Georges.....	133	34	386	4,130	5,348	1,949
<b>Ontario</b>	<b>10,069</b>	<b>10,088</b>	<b>14,972</b>	<b>185,520</b>	<b>218,711</b>	<b>97,079</b>
Arnprior.....	59	145	37	282	503	169
Barrie.....	119	56	104	991	1,261	592
Belleville.....	27	24	21	2,073	2,527	854
Bracebridge.....	159	197	735	868	1,370	547
Brampton.....	36	35	54	995	1,213	439
Brantford.....	64	78	78	2,991	3,402	1,926
Brockville.....	23	20	14	471	575	186
Carleton Place.....	15	15	7	313	371	112
Chatham.....	220	53	166	2,944	2,847	1,331
Cobourg.....	12	13	8	763	874	447
Collingwood.....	50	8	42	530	766	238
Cornwall.....	86	116	191	3,658	4,554	1,872
Fort Erie.....	18	28	58	640	742	206
Fort Frances.....	39	57	36	574	838	265
Fort William.....	381	527	598	2,003	2,961	679
Galt.....	53	55	204	1,735	2,054	729
Gananoque.....	12	8	10	321	417	123
Goderich.....	29	30	73	450	572	288
Guelph.....	34	29	124	1,797	2,145	956
Hamilton.....	494	554	806	15,630	17,498	7,368
Hawkesbury.....	24	31	25	917	1,292	412
Ingersoll.....	61	49	63	752	878	376
Kapuskasing.....	31	25	61	1,423	2,084	587
Kenora.....	52	62	632	656	1,104	312
Kingston.....	109	123	155	1,803	2,103	1,069
Kirkland Lake.....	51	64	135	1,431	1,930	545
Kitchener.....	171	87	154	2,870	3,606	1,581
Leamington.....	14	23	51	1,199	1,363	877
Lindsay.....	14	18	38	554	818	338
Listowel.....	56	54	26	362	518	174
London.....	540	505	577	4,758	5,196	3,396
Long Branch.....	148	155	139	3,638	4,095	1,828
Midland.....	30	20	76	531	868	228
Napanee.....	11	5	6	668	905	282
Newmarket.....	48	53	62	1,089	1,258	511
Niagara Falls.....	124	22	86	2,611	2,961	905
North Bay.....	266	284	26	2,365	2,811	1,029
Oakville.....	73	90	113	688	829	336
Orillia.....	21	25	22	116	1,277	369
Oshawa.....	113	177	93	3,716	4,488	2,408
Ottawa.....	1,191	1,222	1,913	5,518	6,926	3,412
Owen Sound.....	11	14	46	1,789	2,292	752
Parry Sound.....	1	1	13	245	373	197
Pembroke.....	186	220	262	2,085	2,719	979
Perth.....	42	27	49	572	851	202
Peterborough.....	169	218	175	3,901	4,259	1,733
Pictou.....	19	13	62	371	490	209
Port Arthur.....	639	642	748	4,143	5,865	1,471
Port Colborne.....	19	8	22	1,077	1,298	350
Prescott.....	25	32	41	801	1,145	402
Renfrew.....	1	6	20	802	1,013	248
St. Catharines.....	184	112	157	4,522	5,102	2,396
St. Thomas.....	54	32	120	1,254	1,413	699
Sarnia.....	89	67	172	2,402	2,506	1,546
Sault Ste. Marie.....	257	279	648	2,670	3,299	1,242
Simcoe.....	42	40	83	1,013	1,510	614
Sioux Lookout.....	17	8	22	192	311	107
Smiths Falls.....	17	20	10	424	532	192
Stratford.....	34	21	25	1,031	1,214	478
Sturgeon Falls.....	10	.....	3	1,209	1,531	514
Sudbury.....	197	326	503	5,643	6,864	1,981
Timmins.....	263	242	93	2,648	3,211	1,125
Toronto.....	2,234	2,242	3,285	46,757	52,245	27,371
Trenton.....	63	41	57	837	947	435
Walkerton.....	48	56	45	430	639	256
Wallaceburg.....	3	4	6	527	716	282
Welland.....	38	29	76	2,904	3,035	846
Weston.....	134	140	183	2,451	2,727	1,596
Windsor.....	143	84	209	13,108	14,501	7,830
Woodstock.....	27	22	18	1,118	1,303	724

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 29, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957	(1) May 29, 1958	Previous Month May 1, 1958	Previous Year May 30, 1957
<b>Manitoba</b> .....	<b>2,185</b>	<b>1,895</b>	<b>3,900</b>	<b>22,257</b>	<b>29,617</b>	<b>11,953</b>
Brandon.....	181	278	642	1,662	2,551	767
Dauphin.....	21	26	68	1,105	1,910	512
Flin Flon.....	69	42	95	242	340	163
Portage la Prairie.....	43	39	118	997	1,453	470
The Pas.....	70	37	19	350	423	107
Winnipeg.....	1,801	1,383	2,958	17,901	22,940	9,934
<b>Saskatchewan</b> .....	<b>1,222</b>	<b>2,092</b>	<b>2,659</b>	<b>13,193</b>	<b>29,156</b>	<b>6,656</b>
Estevan.....	76	131	142	375	673	127
Moose Jaw.....	206	287	306	934	1,395	425
North Battleford.....	62	53	55	1,104	1,941	473
Prince Albert.....	99	98	143	1,983	2,947	882
Regina.....	317	822	1,222	3,218	4,487	1,366
Saskatoon.....	278	405	366	2,756	4,034	2,238
Swift Current.....	49	94	126	470	818	185
Weyburn.....	50	82	85	256	481	70
Yorkton.....	85	120	214	2,097	3,380	890
<b>Alberta</b> .....	<b>5,365</b>	<b>5,634</b>	<b>5,976</b>	<b>28,624</b>	<b>40,103</b>	<b>13,873</b>
Blairmore.....	16	5	13	923	979	414
Calgary.....	1,150	955	2,405	6,733	9,361	3,654
Drumheller.....	12	19	18	612	928	339
Edmonton.....	2,675	2,691	2,518	15,835	21,725	7,065
Edson.....	18	23	92	758	997	334
Lethbridge.....	1,084	1,232	621	1,750	2,756	893
Medicine Hat.....	325	629	195	814	1,162	484
Red Deer.....	85	80	114	1,199	2,195	690
<b>British Columbia</b> .....	<b>3,094</b>	<b>3,005</b>	<b>4,859</b>	<b>75,146</b>	<b>88,911</b>	<b>34,014</b>
Chilliwack.....	283	80	160	1,706	2,245	621
Courtenay.....	11	11	51	1,450	1,399	426
Cranbrook.....	24	11	14	1,250	1,772	525
Dawson Creek.....	38	38	59	1,845	2,316	523
Duncan.....	13	18	40	1,415	1,202	242
Kamloops.....	24	37	31	2,326	3,135	974
Kelowna.....	20	15	13	1,240	1,616	547
Kitimat.....	14	18	225	453	712	506
Mission City.....	39	2	37	1,205	1,410	404
Nanaimo.....	20	22	46	2,106	2,034	554
Nelson.....	29	23	37	1,267	1,636	401
New Westminster.....	206	204	325	8,311	9,671	3,660
Penticton.....	14	17	25	1,387	1,915	371
Port Alberni.....	26	.....	35	1,264	1,198	532
Prince George.....	86	52	195	3,580	4,801	2,356
Prince Rupert.....	26	42	104	1,587	2,384	991
Princeton.....	4	6	21	365	586	188
Trail.....	24	23	2	1,184	1,476	521
Vancouver.....	1,855	1,971	2,704	33,884	39,226	16,117
Vernon.....	40	23	63	1,746	2,353	926
Victoria.....	259	218	608	5,094	5,153	2,269
Whitehorse.....	39	174	64	481	671	360
<b>Canada</b> .....	<b>29,849</b>	<b>30,497</b>	<b>47,204</b>	<b>696,981</b>	<b>757,928</b>	<b>306,995</b>
Males.....	15,172	17,323	28,041	450,357	592,509	226,022
Females.....	14,677	13,174	19,163	156,624	165,419	80,973

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (5 months).....	335,940	227,714	108,226	22,130	84,200	123,586	71,703	34,321
1958 (5 months).....	292,479	192,871	99,608	20,609	74,521	105,584	64,505	27,260

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	26.0	5,341	109,330	2,341,253
Prince Edward Island.....	3.4	660	14,371	272,040
Nova Scotia.....	28.8	6,339	121,028	2,354,025
New Brunswick.....	32.0	7,766	134,437	2,782,009
Quebec.....	196.5	49,392	825,430	17,443,793
Ontario.....	165.9	46,650	696,607	14,628,081
Manitoba.....	22.8	5,553	95,994	1,945,494
Saskatchewan.....	14.3	3,196	59,929	1,251,061
Alberta.....	26.4	7,387	110,735	2,402,411
British Columbia.....	66.7	18,720	280,018	6,232,388
Total, Canada, May 1958.....	582.8	151,004	2,447,879	51,652,555
Total, Canada, April 1958.....	735.2	207,746	3,088,112	66,679,377
Total, Canada, May 1957.....	313.3	100,871	1,253,217	26,269,582

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MAY 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	May 31, 1957 total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	551,103	84,203	36,763	62,281	62,488	58,197	60,331	186,840	39.0	250,283
Male.....	409,051	60,761	25,952	45,629	47,429	43,797	44,300	141,181	43.5	184,106
Female.....	142,052	23,442	10,811	16,652	15,059	14,400	16,031	45,659	25.8	66,177
Newfoundland.....	21,890	1,518	962	1,562	1,975	2,676	3,559	9,638	78.6	10,291
Male.....	20,497	1,366	891	1,445	1,815	2,523	3,370	9,087	80.7	9,741
Female.....	1,393	152	71	117	160	153	189	551	47.7	550
Prince Edward Island.....	2,515	220	81	202	214	240	378	1,180	70.0	1,104
Male.....	1,972	158	56	153	172	190	300	943	74.4	868
Female.....	543	62	25	49	42	50	78	237	54.0	236
Nova Scotia.....	27,760	3,741	1,664	2,657	2,943	2,939	4,010	9,806	50.5	12,748
Male.....	23,377	3,177	1,422	2,213	2,414	2,383	3,402	8,366	52.4	10,815
Female.....	4,383	564	242	444	529	556	608	1,440	40.3	1,933
New Brunswick.....	28,292	2,742	1,531	3,362	3,362	2,789	3,153	11,353	65.6	14,435
Male.....	23,894	2,286	1,347	2,904	2,966	2,327	2,574	9,490	68.7	12,367
Female.....	4,398	456	184	458	396	462	579	1,863	48.9	2,068
Quebec.....	183,739	25,849	11,471	20,983	24,245	22,251	19,193	59,747	41.6	85,218
Male.....	139,623	18,168	7,941	15,276	19,544	18,256	14,941	45,497	47.0	64,146
Female.....	44,116	7,681	3,530	5,707	4,701	3,995	4,252	14,250	24.3	21,072
Ontario.....	167,169	31,136	13,025	18,969	18,076	16,156	16,633	53,174	26.3	79,702
Male.....	110,894	21,037	8,499	12,343	11,775	10,252	10,681	36,307	27.7	52,487
Female.....	56,275	10,099	4,526	6,626	6,301	5,904	5,952	16,867	23.5	27,215
Manitoba.....	20,373	2,967	1,235	2,022	1,963	1,907	2,568	7,711	32.7	9,228
Male.....	13,937	2,032	793	1,316	1,350	1,187	1,535	5,724	40.1	5,692
Female.....	6,436	935	442	706	613	720	1,033	1,987	16.7	3,536
Saskatchewan.....	11,062	1,132	551	1,169	921	1,078	1,428	4,783	56.1	4,179
Male.....	7,982	734	378	894	648	752	956	3,620	63.3	2,843
Female.....	3,080	398	173	275	273	326	472	1,163	37.5	1,336
Alberta.....	24,467	3,630	1,709	3,903	2,714	2,505	2,751	7,255	42.0	10,802
Male.....	19,048	2,749	1,285	3,281	2,100	1,870	2,029	5,734	46.7	8,863
Female.....	5,419	881	424	622	614	635	722	1,521	25.2	1,939
British Columbia.....	63,836	11,268	4,534	7,452	6,075	5,656	6,658	22,193	30.9	22,576
Male.....	47,827	9,054	3,340	5,804	4,645	4,057	4,512	16,415	32.4	16,284
Female.....	16,009	2,214	1,194	1,648	1,430	1,599	2,146	5,778	26.3	6,292



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
MAY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,641	3,086	555	4,570	3,960	610	1,100
Prince Edward Island.....	505	403	102	556	491	65	93
Nova Scotia.....	7,078	5,179	1,899	7,293	6,473	820	1,999
New Brunswick.....	6,373	4,830	1,543	7,039	6,387	652	1,589
Quebec.....	52,215	33,983	18,232	54,467	49,032	5,435	13,261
Ontario.....	58,759	35,928	22,831	58,343	51,002	7,341	14,708
Manitoba.....	5,907	4,208	1,699	6,370	5,478	892	1,157
Saskatchewan.....	2,805	2,132	673	3,317	2,772	545	519
Alberta.....	6,707	4,795	1,912	8,459	6,981	1,478	1,818
British Columbia.....	21,085	12,303	8,782	21,592	18,317	3,275	5,647
Total, Canada, May, 1958.....	165,075	106,847	58,228	172,006	150,893	21,113	41,891
Total, Canada, April 1958.....	217,500	150,112	67,388	237,375	211,452	25,923	48,822
Total, Canada, May 1957.....	104,326	65,250	39,076	120,357	84,988	35,369	26,247

\* In addition, revised claims received numbered 32,004.

† In addition, 32,436 revised claims were disposed of. Of these, 2,616 were special requests not granted and 1,178 were appeals by claimants. There were 4,533 revised claims pending at the end of the month

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Beginning of the Month of:	Total	Employed	Claimants
1958—May.....	4,111,200	3,388,900	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800
July.....	3,965,000	3,760,500	204,500
June.....	3,902,000	3,651,700	250,300
May*.....	3,807,320	3,515,010	292,310
April.....	3,963,000	3,404,200	558,800

\* Count of insured persons as at May 1, 1957.

## F—Prices

**TABLE F-1. TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—						
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1958**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1957	May 1958	June 1958					
(1) St. John's, Nfld.....	109.5	112.3	112.3	110.8	113.5	102.7	108.3	121.9
Halifax.....	119.1	122.7	122.4	115.3	131.5	114.8	124.0	131.4
Saint John.....	122.0	125.3	124.9	118.0	134.7	116.7	121.3	137.2
Montreal.....	121.5	125.2	125.2	126.3	142.4	107.1	118.2	128.8
Ottawa.....	123.2	125.5	125.4	121.4	145.0	111.4	118.8	131.5
Toronto.....	125.2	128.8	128.8	122.2	153.5	113.1	121.6	134.2
Winnipeg.....	119.6	123.3	123.3	122.5	129.9	115.5	117.3	129.1
Saskatoon—Regina.....	118.8	121.9	122.2	121.4	120.7	118.6	122.8	125.4
Edmonton—Calgary.....	118.4	121.7	121.9	119.3	124.2	115.9	120.6	128.4
Vancouver.....	121.5	125.7	125.1	120.7	136.7	114.0	127.0	130.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-JUNE 1957-1958(a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
<b>1958</b>						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
Cumulative Totals.....	131		44,420		666,130	0.12
<b>1957</b>						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.05
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
Cumulative Totals.....	140		47,587		591,610	0.10

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some after time its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.



**TABLE G-2.—STRIKES AND LOCKOUTS, JUNE 1955, INVOLVING 100 OR MORE WORKERS**

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out			Date Began(a)	Date Terminated or Lapsed	Major Issues	Result
		Approximate Number of Workers	Time Lost in Man-Days					
			June	Accumulated				
In Progress Prior to June 1958								
Fishing— Fisheries Association of B.C., Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44, IND.	175	2,800	8,225	May 1	June 17	Herring prices.	Union accepted price of \$13.00 a ton.
MINING— Canadian Gypsum Co., Ltd. Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers' Union, No. 294, CLC.	300(b)	7,200	65,750	Oct. 31 1957	.....	Wages, hours, union security and fringe benefits.	.....
MANUFACTURING— Textiles— Stauffer-Dobbie Limited, Galt, Ont.	Textile Workers of America, No. 141, AFL-CIO/CLC.	290	2,900	4,350	May 26	June 17	Increased work load.	Return of workers pending further negotiations.
Clothing— Hyde Park Clothes Ltd., Montreal, Que.	Amalgamated Clothing Workers, AFL-CIO/CLC.	278	5,835	19,240	Mar. 17	.....	Recognition; certification proceedings forestalled by court action.	.....
Wood— Hay and Co., Ltd. Woodstock, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 636, AFL-CIO/CLC.	262	5,550	13,880	Apr. 16	June 30	Wages.	Return of workers pending further negotiations.
Non-Metallic Minerals— Dominion Glass Co., Ltd. Hamilton and Toronto, Ont.	United Glass and Ceramic Workers of North America, No. 203, AFL-CIO/CLC.	882	18,520	23,700	May 23	.....	Wages and fringe benefits.	.....
CONSTRUCTION— National Association of Master Plumbers and Heating Contractors, Vancouver, B.C.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of U.S. and Canada, No. 170, AFL-CIO/CLC.	1,000	21,000	42,500	Apr. 30	.....	Wages.	.....
Pentagon Construction. Buckingham, Que.	Members of 5 Building Trades Unions.	150(c)	1,725	7,300	May 5	June 16	Wages and union recognition.	Return of workers.

Sudbury Builders Exchange, Sudbury, Ont.	United Brotherhood of Car- penters and Joiners of America, No. 2488, AFL- CIO/CLC.	150(d)	900	1,650	May 23	June 10	Wages and fringe benefits.	A 10 cents an hour imme- diate increase, 5 cents January 15, 1959 another 5 cents July 15, 1959 and a two year contract.
Associated Electrical Con- tractors represented by Con- struction Industrial Relations, Vancouver, New Westminster, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	331	6,650	6,975	May 30	.....	Wages.	.....
TRANSPORTATION— Canadian Pacific Steam- ships, British Columbia Coast.	Seafarers' International Union of North America, AFL- CIO/CLC; Canadian Mer- chant Service Guild Inc., CLC; National Association of Marine Engineers of Canada, Inc., CLC.	521 (e)	8,205	12,055	May 16	.....	Wages, overtime and fringe benefits.	.....
<b>Commencing in June, 1958</b>								
MINING— Dominion Coal Co., No. 26 Colliery, Glace Bay, N.S.	United Mine Workers of America, IND.	795	5,565	5,565	June 6	June 16	Disciplinary suspension of men.	Return of workers pen- ding grievance pro- cedure.
MANUFACTURING— <i>Food</i> — Borden Co., Ltd., Hamilton, Ont.	Retail, Wholesale and De- partment Store Union, No. 422, AFL-CIO/CLC.	170	85	85	June 23	June 23	Conciliation board report.	Increase in weekly rate of \$3.00 retroactive to Nov. 1, 1957, contract to run for 18 months.
<i>Wood</i> — Canadian Collieries Resources, Port Moody, B.C.	International Wood Workers of America, No. 1-357, AFL-CIO/CLC.	390	390	390	June 6	June 6	Disciplinary dismissal of an employee.	Employee reinstated.
TRADE— Associated Fur Industries, Toronto, Ont.	Amalgamated Meat Cutters and Butcher Workmen of America, No. 82, AFL- CIO/CLC.	955(f)	9,550	9,550	June 6	June 20	Wages.	Wage increase retroactive to May 1, an additional statutory holiday and elimination of over- time.
Fuel Protective Association, Toronto, Ont.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Hel- pers, No. 352, CLC.	200	1,800	1,800	June 13	June 26	Unable to agree on the inclusion of owner operators in the bar- gaining unit.	Conciliation.
SERVICE— St. John's Municipal Council, St. John's, Nfld.	National Union of Public Em- ployees, No. 569, CLC.	200	500	500	June 27	.....	Statutory holidays, retention of bargaining rights for foremen —work assignments in other departments, overtime and reclassifications.	.....

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
(b) 43 indirectly affected; (c) 5 indirectly affected; (d) 370 indirectly affected; (e) 428 indirectly affected; (f) 123 indirectly affected.

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

The estimated number of persons with jobs remained almost unchanged between July and August, following a strong advance in the previous month. Since spring, total employment, adjusted for seasonal changes, has been rising slowly and unevenly; in August it was about 1 per cent above the low point in February but was still not up to last year's high. The number of persons without jobs and seeking work continued to decrease.

The number of persons with jobs in August, at 6,025,000, was up only 2,000 from July, a considerably smaller rise than the average of past years. Agricultural employment rose by 17,000 during the month but was offset by a decline in non-farm employment. The decline was limited to male workers. The number working less than full-time because of short time or turnover dropped moderately. On the other hand, the number on temporary layoff (estimated at 37,000) was markedly higher than it has been at this time for several years.

The labour force growth has been much smaller in recent months than it was during 1956-1957. In August, the labour force estimate was 6,306,000, an increase of just over 1 per cent from the year earlier. The growth rate prevailing through most of last year was more than 3 per cent.

The number of persons without jobs and seeking work was estimated to be 281,000 in August, down 10,000 from July but still 60 per cent higher than a year earlier. This increase is reflected in the classification of labour market areas (table, p. 948) which shows that 50 of 109 areas were in labour surplus categories, compared with 28 a year ago.

The business trends of various industries have differed sharply in the past year. The goods producing sector has experienced a fairly sharp contraction, while a further expansion of the trade, finance and service industries has sustained the level of total non-farm employment (see below). The main weaknesses have been in forestry, mining, non-residential construction and durable goods manufacturing.

Apart from trade, finance and services, the main source of strength has been the high rate of residential construction. According to preliminary estimates, the number of new units started in larger urban centres during August was close to one-third greater than in August 1957 and the total for eight months was 54 per cent greater. The recent announcement that builders



may obtain NHA loans for an additional 25 dwelling units each is expected to maintain a high rate of activity in the industry during the remaining months of this year. The annual total of new units started may well exceed 150,000.

#### PERSONS WITH JOBS, SELECTED INDUSTRIES

	August 1958	Change from August 1957
Total Non-Farm.....	5,157,000	+ 9,000
Forestry.....	83,000	-10,000
Mining.....	104,000	-15,000
Manufacturing.....	1,501,000	-54,000
Construction.....	512,000	-19,000
Transportation.....	442,000	- 9,000
Trade.....	948,000	+45,000
Finance.....	214,000	+11,000
Service.....	1,246,000	+65,000

SOURCE: The Labour Force, DBS.

shutdown of automobile plants in preparation for the production of new models. This resulted in heavy layoffs in Windsor, Oshawa, Oakville, and Hamilton. The shutdown also affected supply plants, particularly those in St. Catharines and Sarnia.

In the Atlantic region a reduced pulp-cutting program resulted in the early release of some 2,000 workers in Newfoundland, and in Nova Scotia a cutback in coal mining affected more than 6,000 workers in Sydney and New Glasgow. Staggered layoffs were instituted in July, and in August all mines were closed for three weeks—a two-week holiday period and one additional week. A return to full-time employment was expected in September.

The current business recession has affected all parts of the country during the past year, although the rates of decline and recovery differed considerably.

#### PERSONS WITH JOBS, BY REGION

	August 1958	Change from August 1957
Canada.....	6,025,000	-22,000
Atlantic Provinces.....	517,000	-19,000
Quebec Provinces.....	1,675,000	+23,000
Ontario Provinces.....	2,220,000	-34,000
Prairie Provinces.....	1,080,000	+21,000
British Columbia.....	533,000	-13,000

Other parts of the construction industry have been less buoyant. The investment intentions survey, as revised at mid-year, indicated that outlays on new non-residential construction in 1958 would be down 6.7 per cent from 1957. Actual expenditures in the first half of this year were 7 per cent less than the first half of 1957.

The most significant declines in activity occurred in the Ontario and Atlantic regions. The reduction in Ontario was largely the result of a

considerable. The approximate decline in employment (seasonally adjusted) between the peak period last fall and the trough this spring was close to 6 per cent in the Atlantic region, 3 per cent in Quebec, 2 per cent in Ontario and the Prairie Provinces, and less than 1 per cent in British Columbia. Although the trend has since risen in all regions, it is still lower than last year in Ontario, British Columbia and the Atlantic region.

## Recent Economic Trends

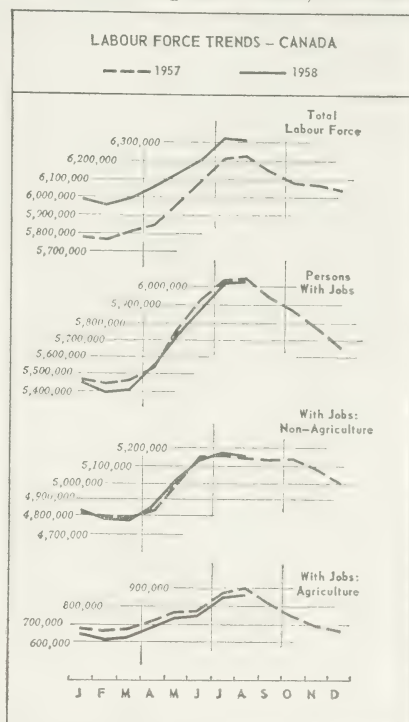
Most measures of business activity have shown moderate advances in recent months, indicating that the low point in economic activity was reached sometime this spring. Industrial production, on a seasonally adjusted basis, increased from a low of 272.0 in December 1957 to 280.8 in June. Total non-farm output showed a more moderate rise, about 1 per cent from the first to the second quarter. Non-farm employment (seasonally adjusted) showed an upturn in April after declining steadily for five months, and had advanced by more than 3 per cent in August.

The recovery in industrial production was fairly widely diffused in manufacturing and mining. Of the 18 industries comprising the index, 12 were expanding in May while only 4 were showing advances six months earlier. The upturn in production is noteworthy not only for its breadth, but also because strong advances were taking place in some of the industries that were hardest hit during the recession. Output of iron and steel products, seasonally adjusted, increased by 6.5 per cent between December and May, recovering almost one third of the preceding drop. Electrical apparatus and supplies showed an even sharper rise in output, although the turning point occurred somewhat later than in iron and steel (March compared with December). In the three months, March to June, production of electrical apparatus had risen by almost 10 per cent, making up for more than half of the loss that occurred in the preceding nine months.

The rising trend of iron and steel production is attributable to increasing demand from many sectors, particularly railways and construction. As a result, the inventory liquidation of past months has been halted and new orders have been met by increasing output. New orders for steel in July were substantially larger than in any month since the start of the business recession.

Production of electrical supplies turned upwards early in the year in response to a rising trend in orders. New orders for electrical supplies increased moderately from the first to the second quarter, reflecting firmer demands for various types of household appliances and electrical equipment. Much of the strength came from the record rate of housebuilding undertaken in the first half of the year.

Over-all business activity showed a relatively modest increase in recent months but the turnabout in trend was encouraging. The second quarter estimates of the Gross National Product, which measures the total value of goods and services produced, stood at \$32,248 million (seasonally adjusted at annual rates), up \$564 million from the first quarter. While part of the rise was due to price increases there was strong evidence of improvement in some sectors of the economy which previously had shown weaknesses. Outlays for new non-residential construction, seasonally adjusted, fell only about 2 per cent from the first to the second quarter, in contrast to a drop of about 10 per cent in the first quarter. Exports of goods and services advanced moderately after declining in both the fourth quarter of 1957 and the first quarter of this year. Grain, uranium and aircraft accounted for much of the increase in exports.



Increased outlays by governments for goods and services, and higher expenditures for housing, were additional sources of strength in the second quarter. Expenditures on new residential construction showed a quarter-to-quarter advance of 8.8 per cent, after allowing for seasonal factors. Personal expenditures on goods and services were virtually unchanged from the first quarter but they were up sharply from a year ago. Wages and supplementary labour income, seasonally adjusted, increased by 2 per cent, reflecting higher average weekly earnings; this was the first significant advance in labour income since the third quarter of 1957.

Most major industries showed some recovery in employment during the first half of the year. All but two of the eight leading non-farm industries showed a more-than-seasonal rise in employment between the first and second quarter. Forestry, trade and construction showed the most improvement while slight decreases occurred in the mining and service industries. By August, total non-farm employment was estimated to be 9,000 higher than in the previous year.

While the over-all employment picture is encouraging, certain industries have been experiencing a relatively slow recovery. Manufacturing employment, for example, was still lower in July than it was last year; a sharp cutback in automobile production accounted for much of the year-to-year decline. Employment in some other sectors of manufacturing such as iron and steel appeared to have lagged the upturn in production. Average hours worked in manufacturing, normally adjusted, were rising steadily during the first half of the year; after reaching a low of 39.5 in January 1958 the average increased to 40.8 in June. Forestry employment remained considerably lower than last year despite the sharp upturn in the second quarter. Excessive pulpwood inventories together with a failure to increase output in the pulp and paper industry continued to retard pulpwood production.

#### DISTRIBUTION OF LABOUR MARKET AREAS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957
Metropolitan.....	1	1	4	3	6	7	—	—
Major Industrial.....	4	1	18	11	5	15	—	—
Major Agricultural.....	—	—	2	2	12	12	—	—
Minor.....	3	—	19	10	35	47	—	—
Total.....	8	2	43	26	58	81	—	—

\* See inside back cover April issue.



# Current Labour Statistics

(Latest available statistics as of September 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower—</i>				
Total civilian labour force (a).....	Aug. 23	6,306,000	— 0.1	+ 1.3
Total persons with jobs.....	Aug. 23	6,025,000	0.0	— 0.4
At work 35 hours or more.....	Aug. 23	5,059,000	+ 0.7	— 3.9
At work less than 35 hours.....	Aug. 23	457,000	— 6.9	+ 26.2
With jobs but not at work.....	Aug. 23	509,000	+ 0.4	+ 20.6
With jobs but on short time.....	Aug. 23	45,000	+ 2.3	+ 40.6
With jobs but laid off full week.....	Aug. 23	37,000	+85.0	+ 105.6
Persons without jobs and seeking work.....	Aug. 23	281,000	— 3.4	+ 59.7
Persons with jobs in agriculture.....	Aug. 23	868,000	+ 2.0	— 3.5
Persons with jobs in non-agriculture.....	Aug. 23	5,157,000	— 0.3	— 0.2
Total paid workers.....	Aug. 23	4,762,000	+ 0.3	+ 0.7
Registered for work, NES (b)				
Atlantic.....	Aug. 21	40,100	—17.2	+ 56.0
Quebec.....	Aug. 21	103,600	—19.6	+ 47.4
Ontario.....	Aug. 21	130,200	— 3.7	+ 31.8
Prairie.....	Aug. 21	35,300	—20.1	+ 44.1
Pacific.....	Aug. 21	48,500	—12.9	+ 64.4
Total, all regions.....	Aug. 21	357,700	—13.3	+ 43.8
Claimants for Unemployment Insurance benefit.....	Aug. 1	300,826	—32.5	+ 46.2
Amount of benefit payments.....	July	\$26,815,103	—27.5	+ 94.3
Industrial employment (1949 = 100).....	July 1	121.1	+ 2.0	— 4.4
Manufacturing employment (1949 = 100).....	July 1	111.9	+ 1.4	— 5.5
Immigration.....	1st 6 mos.	67,744	—	— 62.9(c)
Destined to the labour force.....	1st 6 mos.	35,742	—	— 65.8(c)
<i>Conciliation Services (ex. Quebec)</i>				
Number of cases in progress.....	July	858	—	—
Number of workers involved.....	July	329,195	—	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	August	54	—	+ 0.6(c)
No. of workers involved.....	August	18,495	—	— 2.4(c)
No. of days lost.....	August	255,360	—	— 1.1(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July 1	\$70.63	— 0.2	+ 3.4
Average hourly earnings (mfg.).....	July 1	\$1.67	0.0	+ 3.5
Average hours worked per week (mfg.).....	July 1	40.5	— 0.5	— 0.3
Average weekly earnings (mfg.).....	July 1	\$67.51	— 0.8	+ 3.3
Consumer price index (av. 1949 = 100).....	Aug. 1	125.2	+ 0.4	+ 2.1
Real weekly earnings (mfg. av. 1949 = 100)....	July 1	129.8	— 0.5	+ 1.0
Total labour income..... \$000,000	July	1,335	— 1.3	+ 1.8
<i>Industrial Production—</i>				
Total (average 1935-39 = 100).....	July	278.1	— 5.3	— 2.0
Manufacturing.....	July	271.1	— 6.9	— 2.3
Durables.....	July	313.5	— 8.1	— 4.6
Non-Durables.....	July	244.1	— 5.8	— 0.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover of April issue.

(b) See inside back cover, April issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

The number of major agreements affected by bargaining activity declined further in August from the peak reached in July to a total of 78 agreements covering 413,000 workers. Despite this decline, there has been a substantial increase in conciliation activity. Only two settlements were recorded during the month. One, covering more than 30,000 lumber workers on the B.C. coasts, provided no wage increase for the duration of the new agreement. The other provided a 30-cent-an-hour increase over two years for construction workers in Toronto.

In the railway negotiations, the union has accepted the majority report of the conciliation board on the non-operating trades. The railways have said they will implement the majority report if they can obtain permission to increase freight rates. The unions in the meantime have been preparing a strike ballot.

## Bargaining Status of Major Agreements Reviewed, September 15, 1958

N = negotiating C = conciliation P/C = post conciliation

A = arbitration W/S = work stoppage.

Brackets indicate information not confirmed

\* Contract expires September 1958.

Company and Location	Union	Status	
		Aug. 15-Sept. 15	
Abitibi Power & Paper, Iroquois Falls.....	4 paper mill unions	C	C
Algoma Steel, Sault Ste. Marie.....	Steelworkers	C	C
Anglo Canadian Pulp & Paper, Quebec....	2 paper mill unions	N	C
Anglo-Nfld. Development, Grand Falls...	4 paper mill unions	N	C
Anglo-Nfld. Development, Grand Falls...	Woodworkers	N	N
Bowaters Pulp & Paper, Corner Brook...	4 paper mill unions	C	C
Brewers Warehousing, Ontario.....	Brewery Wkrs.	W/S	W/S
Canada Cement, Canada.....	Cement and Lime Wkrs.	C	C
C.B.C., Canada.....	NABET (Broadcasting)	C	C
Canadian Car Co., Montreal.....	Railway Carmen	N	N
Canadian Vickers, Montreal.....	Syndicate (CCCL)	N	N
Cdn. Vickers, Montreal.....	Various Craft Unions	N	N
Cdn. Westinghouse, Hamilton.....	United Electrical Wkrs.	C	C
Chrysler Corp., Windsor.....	Automobile Wkrs.	N	C
Coal Operators, Alberta.....	Mineworkers (2 agreements)	C	(C)
Consolidated Paper, Quebec.....	2 paper mill unions	C	C
Davie Shipbuilding, Lauzon.....	Syndicate (CCCL)	N	W/S
Dominion Textiles, Quebec.....	Syndicate (CCCL)	C	A
Dominion Textiles, Montreal.....	Syndicate (CCCL)	N	C
Dupuis Freres, Montreal.....	Syndicate (CCCL)	C	C
E. B. Eddy, Hull and Ottawa.....	3 paper mill unions	C	C
Falconbridge Nickel Mines.....	Mine Mill Wkrs.	N	N
Ford Motor Co., Ontario.....	Automobile Wkrs.	N	N
General Motors, Ontario.....	Automobile Wkrs.	N	C
General Steel Wares, Ont. and Que.....	Steelworkers	N	C
Halifax Construction Assn., Halifax.....	Carpenters and Joiners	(N)	(N)
Halifax Construction Assn., Halifax.....	Hodcarriers	(C)	(C)
Halifax Shipyards, Halifax.....	Marine Wkrs.	N	N

Company and Location	Union	Status	
		Aug. 15-Sept. 15	
Hollinger Consolidated, Timmins.....	Steelworkers	C	C
Howard Smith Paper Mills, Cornwall.....	2 paper mill unions	N	N
International Nickel Co., Port Colborne...	Mine, Mill Wkrs.	C	C
International Nickel Co., Sudbury.....	Mine, Mill Wkrs.	C	C
Lake Carriers Assn., Great Lakes.....	Seafarers	C	C
Marine Industries, Sorel.....	Syndicate (CCCL)	N	N
Massey-Harris-Ferguson, Ontario.....	Automobile Wkrs.	N	N
Master Plumbers Assn., Edmonton.....	Plumbers	A	(A)
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Wkrs.	C	C
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	N	C
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	C	C
Motor Transport Ind. Rel. Bureau, Toronto.....	Teamsters	C	C
Newfoundland Employers' Assn., St. John's	LPU (Longshoremen)	N	W/S
N. Interior Lumberman's Assn., Northern, B.C.....	Woodworkers	N	C
Okanagan Fed. Shippers, Okanagan.....	Fruit Wkrs.	N	N
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs.	C	C
Price Bros., Quebec.....	Syndicate (CCCL)	N	C
Royal York Hotel, Toronto.....	Hotel Employees	N	N
Saskatchewan Wheat Pool, Ont., Man., Sask.	SWP Employees	N	N
Shawinigan Chemicals, Shawinigan Falls...	Syndicate (CCCL)	A	A
S. Interior Lumberman's Assn., Southern B.C.....	Woodworkers	N	C
Steel Co. of Canada, Hamilton.....	Steelworkers	W/S	W/S
Sudbury Builders' Exchange, Sudbury.....	Hodcarriers	A	A
Toronto Builders Exchange, Toronto.....	Carpenters	C	C
City of Toronto, Toronto.....	Public Service Employees	C	C
Vancouver Dairies, Vancouver.....	Teamsters	N	N
Vancouver Builders, Vancouver.....	Plumbers	W/S	W/S



## THE BARGAINING SCENE SEPTEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

August 1, 1958 to October 31, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	78	413,100
Bargaining carried over from July .....	53	308,800
Terminating in period Aug. 1-Oct. 31 .....	25	104,300
<b>Settlements Achieved Aug. 15-Sept. 15</b> .....	2	38,000
<b>Negotiations Continuing at Sept. 15</b> .....	71	350,300
Bargaining in progress .....	22	71,400
Conciliation in progress .....	35	105,700
Post Conciliation .....	5	153,700
Work Stoppage .....	5	12,100
Arbitration .....	4	7,400
<b>Negotiations not yet begun</b> .....	5	24,800

TABLE 1

Major Terms of Contracts Settled between  
January 1 and July 31, 1958

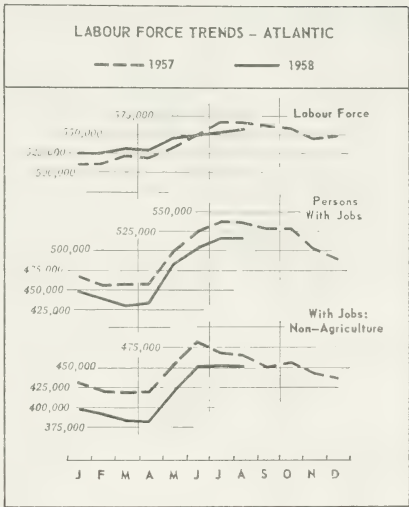
	Current Agree- ments	Previous Agree- ments
Term of Agreement—		
1 year or less .....	12	12
More than 1 year .....	18	18
Union Security—		
Union Shop .....	9	9
Other Form .....	3	3
Weekly Hours—		
40 or Less .....	19	19
More than 40 .....	4	4
Paid Statutory Holidays—		
Seven or Less .....	2	3
Eight or More .....	23	22
Third Week Vacation—		
After less than 15 years service .....	13	11
After 15 years service .....	14	14
After more than 15 years service .....	2	2
Fourth Week Vacation .....	11	11
Saturday Rate—		
Time and one-half .....	11	9
More than time and one-half .....	9	9
Sunday Rate—		
Time and one-half .....	7	6
More than time and one-half .....	12	13
Supplemental Unemployment		
Benefit Plan .....	0	0
Severance Pay .....	9	8
Pension Plan .....	10	9
Group Hospital-Medical Plan .....	8	8
Cost-of-Living Escalator .....	2	1

In the July issue of the Labour Gazette information was given on wage changes in a sample of major agreements this year. This month Table 1 shows a breakdown of the principal fringe benefit clauses in 30 major agreements signed between January 1 and July 31, 1958. A comparison of the provisions of current and former agreements shows that fringe benefit items have remained static this year for these larger agreements. Last year the tendency in the major bargaining units was for longer-term agreements, improved vacations, increased union security, shorter working hours, the introduction of a few supplementary unemployment benefit plans and the extension of pension and medical plans. This year seems to have been one of little change, with maintenance of existing provisions.

# Manpower Situation in Local Areas

## ATLANTIC

The number of persons with jobs in the Atlantic region was estimated at 517,000 at August 23, virtually unchanged from the previous month but 19,000 lower than a year before. Temporary layoffs were prevalent in August, particularly in coal mining. More than 6,000 coal miners in Nova Scotia were on temporary layoff as the DOSCO mines remained closed for a week after the normal two-week shutdown for annual vacation. Progressive layoffs were reported in certain parts of manufacturing, notably in shipbuilding and railway rolling stock. Pulpwood logging was sharply curtailed during the month, particularly in Newfoundland, where this year's cutting was almost completed. Retail trade was maintained at a fairly high level despite the fact that weaknesses existed in some of the major industries.



The effects of the current business recession have been more marked in this region than in other parts of the country. Industrial employment in July was almost 7 per cent lower than a year earlier. The drop was shared about evenly by Newfoundland, Nova Scotia and New Brunswick; the decline in Prince Edward Island was more moderate.

Most major industries in the region have been operating well below capacity for more than a year. Forestry recorded the sharpest curtailment in production and employment but weaknesses were also apparent in manufacturing, transportation and coal mining. During the first seven months of 1958 manufacturing employment was, on the average, about 6 per cent lower than last year; most of the drop occurred in primary iron and steel, shipbuilding and railway rolling stock. Construction employment expanded more slowly than expected this year so that in July it was still somewhat lower than last year. However, recent reports indicate that the seasonal peak in construction employment had not been reached by July and that further improvement could be expected. While the value of contracts awarded in the first seven months of 1958 was almost double that of last year many of the larger jobs were still in the early stages of building, when manpower requirements are lowest.

At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (0); in moderate surplus, 7 (7); in balance, 11 (14).

# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montreal Quebec-Levis Vancouver- New Westminster	Calgary Edmonton Ottawa-Hull → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Cornwall NEW GLASGOW ← OSHAWA ← SYDNEY ←	Brantford Corner Brook Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St. Jean LONDON ← Moncton Niagara Peninsula Peterborough → ROUYN-VAL D'OR Saint John Sarnia Shawinigan Sherbrooke Sudbury Trois Rivières Victoria	Guelph Halifax Kingston Kitchener Timmins- Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Chatham Thetford Mines- Megantic-St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	Central Vancouver- Island St. Stephen SOREL ←	Beauharnois Campbellton Chilliwack Dawson Creek Drummondville Fredericton Gaspé Lindsay Newcastle OKANAGAN VALLEY ← Owen Sound Prince George Quebec North Shore Rimouski St. Jean Sault Ste. Marie Valleyfield Victoriaville Woodstock, N.B.	→ BATHURST → BELLEVILLE- TRENTON Bracebridge Brampton → BRIDGEWATER Cranbrook Dauphin Drumheller → EDMUNDSTON → GALT Goderich Grand Falls → KAMLOOPS Kentville Lachute-St. Therese Listowel Medicine Hat → MONTMAGNY North Bay → PEMBROKE Portage La Prairie Prince Rupert → STE. AGATHE- ST. JEROME St. Hyacinthe St. Thomas Simcoe Stratford → SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock-Ingersoll → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover of April issue.



## Local Area Developments

**St. John's** (metropolitan) was reclassified from Group 2 to Group 3. The construction industry was principally responsible for the improvement in this area but labour supplies were still not being fully utilized; registrations of skilled construction workers were about 20 per cent higher than last year. Forestry employment declined during the month to a level substantially lower than that of a year ago. The iron ore mines at Bell Island continued to be affected by the drop in demand for steel and remained idle during the last week of August. Total employment was somewhat lower than last year, mainly because of weaknesses in mining and forestry.

**New Glasgow** (major industrial) was reclassified from Group 2 to Group 1. Layoffs at Eastern Car Co. Ltd., resulted in a substantial rise in unemployment. Some rehiring can be expected to take place at this plant in September when production gets under way on a new freight car contract. All major manufacturing plants in the area were slack for the month as holiday shut-downs were in progress. The construction industry showed some improvement but there was still a heavy surplus of skilled workers.

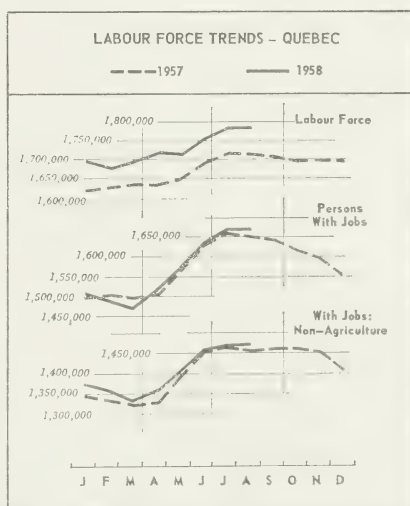
**Sydney** (major industrial) was reclassified from Group 2 to Group 1. All coal mines in the area were idle for a two-week vacation period, which was followed by a temporary layoff for one week. The cutback in coal production resulted from declining sales. Steel production was maintained at a fairly high level during the month. The construction industry was more active than in the previous month.

**Bathurst, Bridgewater, Edmundston, Summerside and Yarmouth** (minor) were reclassified from Group 2 to Group 3.

## QUEBEC

Employment in the Quebec region showed little change during the month. The number of persons with jobs at August 23 was estimated at 1,675,000, virtually unchanged from the previous month but about 23,000 higher than a year earlier. Farm employment declined by 4,000 during the month, but the decline was offset by a corresponding gain in the non-agricultural sector. Unemployment remained at about the same level as in the previous month but continued to be substantially higher than last year.

Labour demand, as indicated by the number of job vacancies registered with the National Employment Service, increased significantly during August, although it was still below last year's level. Strengthening occurred mostly, though not entirely, in seasonal industries. Forestry employment, which had experienced a considerable drop in August 1957, remained stable in August of this year, although by the end of the month it was still below last year's



level. The construction industry continued to play an important part in the employment market and had a sustaining influence on employment in plants producing building materials and supplies. The number of housing units started in urban centres in the region during July was about 22 per cent higher than a year earlier, and the total for the first seven months of this year about 37 per cent above the corresponding period a year ago; a further gain was registered in August. Total construction employment in July was, however, still slightly below last year's level, owing to the decline in industrial construction.

In manufacturing, the textile industry as a whole showed little improvement over the month, but the clothing industry began recalling workers in preparation for the fall season, and some shortages of experienced workers were reported. The wood products industry benefited from the increased housebuilding, and the majority of plywood plants were working steadily. Among the iron and steel products industries, increased activity and new demands for labour were reported from plants producing structural steel and home appliances. Lack of orders resulted in a drastic staff reduction at the Canadian Car Company; however, the company has recently received a large order for railway rolling stock which should soon be reflected in increased activity.

Four of the 24 areas in the region were reclassified during the month, one from the moderate surplus to the substantial surplus category, and three to categories denoting less unemployment. At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 18 (11); in balance, 5 (13).

### Local Area Developments

**Montreal** (metropolitan) remained in Group 2. Employment in July was fractionally below last year's level. Construction was mainly responsible for some improvement in the employment situation in August. Employment in the textile industry remained below last year's level, in spite of a seasonal increase in clothing manufacture. In the iron and steel products industry, output of structural steel and household appliances increased, but production of aircraft, aircraft parts, and railway rolling stock was down from a year ago.

**Quebec-Levis** (metropolitan) remained in Group 2. Employment in the area was at last year's level. A decline in manufacturing was offset by increases in the construction and service industries. A number of pulp and paper mills were still on short time. Some 2,000 employees of the Davie Shipbuilding Company at Lauzon were on strike.

**Major Industrial Areas** reclassified from Group 1 to Group 2—*Rouyn-Val d'Or*: The reclassification was due mainly to increased residential construction and the re-opening of a gold mine, which resulted in the hiring of 150 miners. **Shawinigan** (major industrial) remained in Group 2. A post-holiday recovery in the textile industry and increased seasonal activity in the leather products industry resulted in a decline in unemployment.

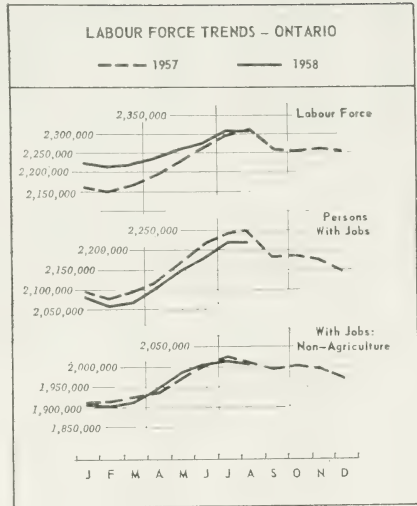
**Montmagny** (minor) was reclassified from Group 2 to Group 3.

**Sorel** (minor) was reclassified from Group 2 to Group 1, due mainly to layoffs at the shipyards.

## ONTARIO

Total employment in Ontario remained virtually unchanged during the month. The number of persons with jobs at August 23 was estimated to be 2,220,000, fractionally lower than in the previous month and about 34,000 lower than a year earlier. A decline of about 13,000 in non-agricultural employment during the month was offset by a corresponding seasonal rise in farm employment. Almost two thirds of the year-to-year decline in total employment was accounted for by agriculture. Unemployment declined slightly during the month but remained higher than a year earlier.

During the second half of August, a return to pre-vacation activity was evident in most manufacturing industries; the important exceptions were the motor vehicle industry and the industries indirectly affected by the current labour disputes. Extensive shutdowns in the motor vehicle industry, resulting in a drop in production to less than half of last year's volume, kept some 10,000 automotive workers idle and were responsible for reduced employment in the automotive parts and accessories industries. The strike involving employees of the Steel Company of Canada and the Brewers' Warehouse Company affected employment in the supply industries and in transportation, contributing substantially to a decline in freight car loadings. So far, the output of steel products does not seem to have been affected by the Stelco shutdown. Steel users have been able to draw upon their accumulated stocks, although there have been reports of developing shortages. The food processing and garment industries reported normal seasonal increases in employment. Output and employment in the electrical appliances and farm implements industries showed a marked improvement. Construction remained the most buoyant industry in the region. The number of housing units started in urban centres in August, seasonally adjusted, was about 30 per cent higher than in July, exceeding last year's volume by about one-quarter. At the same time, institutional and commercial construction continued at a high level, particularly in larger centres.



Five of the 34 areas in the region were reclassified during the month, three from moderate surplus to the balance category, and two in the direction of increased unemployment. At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (2); in moderate surplus, 11 (6); in balance, 20 (26).

### Local Area Developments

**Metropolitan Areas**, classifications remained unchanged: *Hamilton* (Group 2)—This area was most directly affected by the labour dispute that resulted in the closure of the four local plants of the Steel Company of Canada normally employing about 8,000 workers. The strike temporarily interrupted



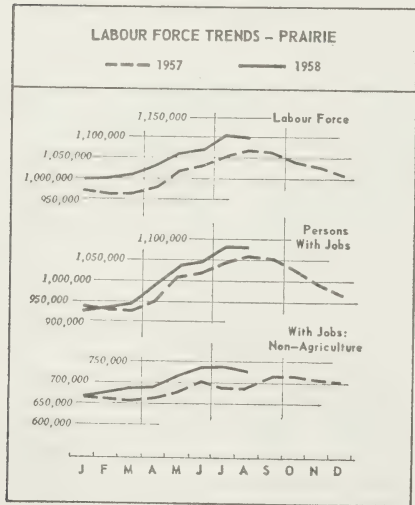
all trucking, construction and maintenance work done by outside contractors, and caused layoffs in the material and parts supplying industries. This was partly offset by high seasonal activity in the canning, food processing and farm implements industries. *Ottawa-Hull* (Group 3)—Most industries continued at a high level of activity. Labour demands from the construction industry increased during the month. One newsprint plant returned to a six-day work week. Total industrial employment was estimated to be slightly higher than a year ago. *Toronto* (Group 3)—Employment showed general improvement, as most plants resumed work following the annual holidays. However, much of the improvement was seasonal, particularly in the construction, canning and garment industries. In July, total industrial employment in the area was slightly below the year-earlier level. *Windsor* (Group 1)—August brought a further increase in the labour surplus, mainly as a result of temporary layoffs of automobile workers for prolonged annual vacations and model change-over. Production is expected to resume in September.

**London** (major industrial) was reclassified from Group 3 to Group 2. The reclassification was due mainly to a slight easing-off in the production of heavy electrical equipment and to layoffs resulting from the Brewers' Warehouse strike.

**Oshawa** (major industrial) was reclassified from Group 2 to Group 1. A temporary shutdown of the automobile plant affected most local industries, which depend on the automobile industry.

**Belleville-Trenton, Galt and Pembroke** (minor) were classified from Group 2 to Group 3.

## PRAIRIE



Persons with jobs in the Prairie region at August 23 were estimated at 1,080,000, unchanged from a month earlier but some 21,000 more than a year before. Unemployment declined slightly though it remained higher than in the same period last year. Agricultural employment increased as harvesting got under way but additional labour demands were readily met by local labour supplies, so that for the first time in many years the government-assisted movement of harvest labour from eastern Canada was not required.

Non-farm employment declined slightly, largely as a result of employment reductions in mining and transportation. Total manufacturing showed

strength, gains in some industries being offset by losses in others. Further hiring in the trade, finance and service industries was reported in most areas. Employment trends showed little change in July. Total industrial employment remained at a slightly lower level than a year ago. Total construction employment continued to rise; residential construction activity remained at a record level in the Prairie region and other types of construction began to show strength as well. Between January and July, the number of housing

starts in urban centres with a population of 5,000 and over was almost 90 per cent higher this year than last. Manufacturing and transportation industries showed seasonal gains, although employment was about 3 per cent below year-earlier levels in both industries.

None of the 20 labour market areas was reclassified during the month. At September 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 18 (20).

### Local Area Developments

**Calgary** (metropolitan) remained in Group 3. Unemployment declined seasonally but was considerably higher than a year ago. Residential construction was mainly responsible for the rise in employment although all types of construction shared in the increase. In July total industrial employment increased further but remained slightly lower than a year ago.

**Edmonton** (metropolitan) remained in Group 3. Increased construction activity, as well as seasonal gains in other industries, contributed largely to a rise in employment. Unemployment decreased moderately but was higher than in the same month a year ago. In July total industrial employment showed a further increase. While manufacturing and trade showed seasonal gains, coal mining declined further and employment in the development and production of oil showed no improvement.

**Winnipeg** (metropolitan) remained in Group 3. Employment increased further during the month as activity in all types of construction, manufacturing, trade and service industries increased. Construction employment showed marked increases and, as a result, temporary shortages occurred in various skilled occupations. Unemployment declined during the month but remained at a higher level than a year ago.

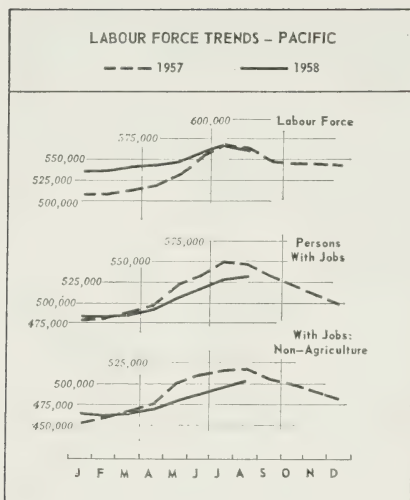
**Fort William-Port Arthur** (major industrial) remained in Group 2. There was only a slight decline in unemployment in this area as seasonal gains in construction and pulp and paper manufacturing industries were offset by declines in forestry, shipbuilding, transportation and grain storage. Progressive layoffs occurred in Port Arthur shipyards as work was nearing completion on an ice-breaker and a tanker. Substantially reduced grain shipments from the west resulted in layoffs of elevator and railway personnel. Forestry employment was down 32 per cent from a year ago owing to curtailed pulp-cutting quotas.

### PACIFIC

The employment recovery in the Pacific region was still retarded during August by restrictions on logging operations and by labour-management disputes. Unemployment declined moderately during the month as labour requirements for construction (mainly housebuilding), fishing and agriculture expanded seasonally.

The number of persons with jobs was estimated to be 533,000 in August, almost 3 per cent lower than a year earlier. The difference in the number actually at work over the year was considerably greater than this because the "with jobs" figure includes, for example, persons on strike or loggers on temporary layoff.

Restrictions imposed because of the forest fire danger were lifted earlier in the month, permitting partial resumption of logging. On the 20th of the month a



closure of operations in some of the main logging areas was re-imposed, idling a substantial part of the 15,000 loggers in the region.

The settlement of the seamen's strike at the end of July had a favourable effect on the employment in the tourist industry but was followed at the end of August by a strike of longshoremen, which threatened to tie up all ocean freight traffic.

A dispute involving 1,000 plumbers and steamfitters in Vancouver entered its fifth month, retarding progress on many major construction projects. As a result, construction employment in the region during July was down from a year earlier by one-third. Housing

construction, however, continued to exceed last year's volume by a wide margin; for the first eight months the number of housing units started was two-thirds higher than the same period in 1957.

Lumber sales held up well this year and log inventories have been large enough to permit full production in most sawmills in the region. The volume of lumber shipped in the first seven months of this year was 7.5 per cent higher than in the same period of 1957. Gains of close to 20 per cent were made in shipments to the United States and United Kingdom.

Seasonal employment gains in fishing and fish canning were unusually large this year because of the record salmon run.

Reduced levels of construction, logging and mining employment have been transmitted to manufacturing in the region. Machine shops, structural steel, cement and explosive plants were principally effected. This spring shipbuilding employment fell to its lowest level in some years. Summer hiring has since taken place and prospects for new orders have improved.

Unemployment was considerably higher than last year in all parts of the region. The classification of the 10 labour market areas at September 1 was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 4 (2); in balance, 5 (8).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 2. Employment in Vancouver was down 6 per cent from a year earlier in July. The decrease was concentrated in construction, trade, iron and steel products and shipbuilding. Other important industries in the area, notably lumber manufacturing, communication and services, were moderately higher than a year earlier. There was little change in the level of unemployment during the month, the decline being chiefly among lumbering and logging workers.

**Victoria** (major industrial) remained in Group 2. Shipbuilding and lumber manufacturing accounted for an employment decline of 5.4 per cent from a year ago. A rising demand for service and construction workers was responsible for a moderate decline in unemployment during August.

**Kamloops** (minor) was reclassified from Group 2 to Group 3.



# NOTES OF CURRENT INTEREST

## **Need High Productivity For High Wages—Starr**

"The standard of living of any people (and wages are, of course, the barometer of this standard of living) is precisely what they create for themselves and no more," said Hon. Michael Starr, Minister of Labour, in an address at a Labour Day luncheon at the Canadian National Exhibition in Toronto. There are no good grounds for being afraid of high wages, he said, as long as it is recognized that wages can be high only if productivity is high.

Because a number of important collective agreements are expiring, this is a difficult year in the labour field, Mr. Starr said.

"This is a situation in which both Labour and Management must exercise restraint and good judgment." The Minister went on to point out that the effect of a work stoppage in a major industry spread to other industries, causing layoffs and slowdowns, thus producing "a widening pool of unemployment which cannot but have a damaging effect upon our economy".

### **Unemployment**

Referring to unemployment, Mr. Starr said that in July there were close to 6,000,000 persons with jobs, which was about 15,000 fewer than in July last year but 11.7 per cent higher than the low point reached in February. It marked the greatest gain for the period since 1955, he stated.

But although with an average weekly wage of \$68 Canada's weekly income was greater than ever before, there were also more persons out of work. "The largest single reason for unemployment at any time in Canada today is the tremendous expansion that has taken place in our labour force," he contended.

The only solution for this situation that he could see was "more and more jobs"; in the last analysis this meant developing our manufacturing industries, because it was here that wages were highest. The aim of all expansion, he pointed out, should be the raising of the standard of living.

At the recent conference in Ottawa on seasonal unemployment, Mr. Starr said, he had been impressed with the way in which business and labour leaders were prepared to work together for the general interest of all Canadians. "This type of

co-operative consultation, if brought to bear upon all problems, will leave no doubt as to a solution," he said.

In a brief reference to automation, the Minister said there must be a reconciliation of the "twin necessities of production efficiency and the human factor."

"Labour is not a commodity," he said. "It is men and women and their families."

While he did not pretend that everything that could be done to provide training in skills for Canadians was being done, Mr. Starr asserted that a positive approach was being made.

## **Long-Service Employees Have Fewer Accidents**

More than 75 per cent of the accident claims filed by federal government employees during the year 1957-58 were filed by those with 10 or fewer years service.

There were twice as many accidents suffered by employees with five or fewer years service as there were by those with more than five years.

The annual report of the Government Employees Compensation Branch shows that there were 8,853 accidents to employees with five or fewer years service, 2,834 to those with six to 10 years, and 1,202 to workers with 11 to 15 years.

### **Labourers Top List**

Labourers led all claimants with 2,199, followed by letter-carriers with 1,246. Claims among other occupations were: carpenters, 669; food service attendants, 601; mechanics 473; clerks, 466; drivers, 457; fireman-labourers, 410; postal clerks, 315; mail handlers, 311; packers and helpers, 289; electricians, 284; engineers, 277; machinists, 241; painters, 217; inspectors, 178; miscellaneous, 1,505.

There was a wide variety of accident causes. Cause of the majority of them, 4,758, was: "struck by objects". The commonest types of injury were bruises, contusions and abrasions.

The report is based on claims finally processed. These totalled 15,932 in 1957-58. Some claims brought forward from the previous year are included in the figure, but many claims are carried forward into the succeeding year before they are closed.

## **Winter Unemployment Has Chain of Causes**

That winter unemployment stems from a whole network of causes was one fact that emerged from a sample survey of seasonal unemployment during the winter of 1956-57 in the Federal Republic of Germany conducted by the Federal Institution for Placement and Unemployment Insurance.

An account of the survey is contained in an article published in the *International Labour Review* of the International Labour Office for July.

The causes mentioned in the article include: "the number and date of the December holidays, the character and urgency of the building jobs involved, disinclination to build under threat of frost, the size of undertakings, availability of capital, traditional customs, the desire of building workers from other countries or regions to spend the holiday with their families, statutory or contractual arrangements for the payment of wages during public holidays, and last but not least the actual impossibility of continuing outdoor work owing to the weather."

Furthermore, it was pointed out, owing to the shorter period of daylight and lack of piecework a building operative's earnings were lower during the winter than during the rest of the year. The difference between earnings and unemployment benefit was thus reduced, and the inducement to work was lessened accordingly. This inducement was still further reduced if the worker was able to draw benefit from a private wage compensation fund.

The article also noted a point which is not often mentioned: "The calculation of unemployment benefit, based on the wages last earned, provides workers with a motive for not postponing unemployment until late in the winter, when the lower level of earnings will mean less benefit also."

That winter unemployment is a special kind of risk has been amply proved, the article concludes. "The solution of the problems relating to it must be sought either within the framework of unemployment insurance itself (at the level of contributions or benefits) or else in some special scheme outside unemployment insurance."

Such a special scheme, it was suggested, might take the form of "establishment of a compensation fund for loss of earnings in the cold season, formation of bad-weather funds, or some similar arrangement, perhaps with the participation of the unemployment insurance itself.

"It would be more valuable still, of course, to promote winter building even in cold weather, so that benefit or assistance would be claimed only in exceptional cases," the article adds.

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## **CLC Executive Council Supports Steel Strike**

Meeting in Ottawa August 19 to 21, the Executive Council of the Canadian Labour Congress in a series of policy statements supported the steel strike at Hamilton, criticized portions of the Government's broadcast bill, objected to compulsory arbitration in the West Coast ship dispute, supported wage boosts for Government employees, reaffirmed support for the Seafarers' International Union despite the sale of Canadian National Steamships vessels to a Cuban firm, supported a strike of quarry workers, urged a ban on atomic tests, and called for a solution of the Middle East crisis.

Referring to the strike at Hamilton, the Executive Council called it a matter of "national importance" and asked all CLC affiliates for moral and financial support.

In the West Coast ship dispute the CLC felt that Government intervention "has resulted in an invasion of civil liberties and created dangerous precedents for arbitrary Government action on future occasions. Workers have been required to work against their will, which amounts to involuntary servitude..."

The Executive reaffirmed support for the 400 strikers at a quarry at Windsor, N.S., who have been off their jobs at the Canadian Gypsum Company for some 10 months.

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## **Post Office Adopts Plan To Improve Supervisors**

A booklet entitled *Building a Better Team Through Personnel Development* has just been published by the Post Office Department. The booklet outlines the methods the Department has adopted for developing a strong staff of supervisors.

In 1956 under the Department's plan more than 2,200 supervisors in the postal service were appraised, and special development action was undertaken by more than 600 of them. It is stated that 63 of these supervisors received training at other centres, at least 358 received rotation training in their own offices, and 154 were helped by special advice and instruction. The Department holds, however, that the spirit behind the plan is more important than such statistics.

## **Clause in New Agreement Prohibits "Moonlighting"**

A clause prohibiting "moonlighting" and another prohibiting the acceptance of favours or bribes by anyone in the employ of the city have been agreed to by the parties to a recently negotiated renewal of a contract between the city of Prince Rupert and the Prince Rupert Civic Employees Union, Local 5.

The agreement, reached with the assistance of a provincial conciliation officer, also provided for a 7½-per-cent wage increase retroactive to January 1. It expires January 1, 1959.

## **26 Firms across Canada Sign with Boilermakers**

An agreement with 26 firms engaged in the erection and field construction of boilers and pressure vessels throughout Canada, with the exception of British Columbia, has been signed by the International Brotherhood of Boilermakers.

The agreement, effective from July 1, 1958 to June 30, 1960, provides for a total wage increase of 40 cents an hour.

Also included in the agreement are provisions for increased subsistence allowance and improved overtime pay.

## **Representation Votes At Six-Year High in U.S.**

More collective bargaining elections were conducted by the United States National Labor Relations Board during the April-June quarter this year than in any quarter since July 1, 1952, and unions won a larger proportion of these elections (66 per cent) than in any quarter since January 1, 1957, according to the Board's report for the quarter.

At the same time the number of decertification elections also set a record. Of 56 elections conducted, 30 resulted in decertification, while 26 were won by the incumbent union.

A large increase in the number of charges of unfair labour practices is said to be greatly due to the effect of the disclosures of corruption that have been made before the Senate investigating committee.

The number of these charges was 73 per cent higher than in the corresponding quarter of 1957. In 1958 there were 2,780 cases during the quarter, compared with 1,608 in the 1957 quarter.

Of the unfair labour cases filed during the 1958 quarter, 1,803 were complaints lodged by individuals, which was 175 per

cent more than in the corresponding period of 1957. Cases filed against employers totalled 1,827, an increase of 74 per cent compared with the previous year; and those filed against unions totalled 953, an increase of 70 per cent.

## **Australian Code Provides For 13 Weeks Leave**

Agreement has been reached in Australia between representatives of employers' organizations—including the Australian Council of Employers' Federations—and the Australian Confederation of Trade Unions whereby employees who come under the Federal Code of Long Service Leave will be entitled to 13 weeks leave after 20 years of service.

The Code provides for lesser amounts of leave where an employee terminates service after 10 years but before 15 years of service have been attained, and after 15 but before 20 years.

After becoming entitled to the initial period of 13 weeks leave after 20 years service, employees will become entitled to an additional 6½ weeks leave on completing a further 10 years service.

Service must be continuous within the meaning of the Code with one employer, but in the case of transmission of a business, service with both the old and new owners will count as qualifying service.

The Code does not provide for payment in lieu of leave—the obligation is to give and take actual leave—and the Code prohibits employees from engaging in any other employment while on long service leave.

The Code has no operative force unless incorporated in awards or collective agreements.

## **Work Study Manual Published by ILO**

A simple manual on work study has been published by the International Labour Organization. Entitled *Introduction to Work Study*, it sets out in easy terms the technical principles involved and gives examples of how they are applied.

The first part of the manual is called "Productivity and Work Study" and includes a brief description of the causes of low productivity and the techniques to eliminate them.

Other parts of the manual deal with method study and work measurement.



## **1st Half Housing Starts Up Nearly 50 Per Cent**

Starts on the construction of new residential units increased nearly 50 per cent during the first six months of this year, 72,877 units compared with 48,847 for the same period in 1957, the Dominion Bureau of Statistics reported last month. June starts rose more than 15 per cent to 20,921 from 18,134 a year earlier.

Completions in the half-year climbed almost 16 per cent to 58,308 units from 50,435 a year earlier, while the June total was more than 17 per cent greater, 13,112 compared with 11,182 for June 1957.

Because of the larger year-to-year increase in starts than in completions, the number of units in various stages of construction at June 30 was more than 28 per cent higher than for the same date last year, 86,818 units compared with 67,640.

## **Wage Settlements in U.S. Fall Behind 1957 Figures**

During the first six months of 1958 wage settlements in the United States fell behind the 1957 level, according to a Bureau of National Affairs analysis of 1,763 contracts.

The median increase for all industries, the BNA found, was 9.4 cents an hour, compared with 10 cents for the last quarter of 1957 and 10.3 cents for 1957 as a whole.

By region, the West Coast had the highest rates with an all-industry median of 10.4 cents. New England had the lowest, with 7.9 cents.

In the industry continuing to have the top increases—construction—40 per cent of the contracts call for 15 cents or more, and textile industry agreements continue at the bottom of the list, with one of three giving no increase at all.

## **GM, Rubber Union Agree On Income Security Plan**

Provisions for an income security plan are contained in a two-year contract signed by the General Motors Corporation and the United Rubber Workers at GM's Inland Manufacturing Division, Dayton, Ohio. The contract became effective July 1.

The new feature of the contract is the income security plan, proposed by GM in 1955, that will replace the supplemental unemployment benefit plan established generally in the industry last year.

Instead of building up a reserve fund for benefits during jobless periods, under

the new scheme the company is to contribute 5 cents for each hour for which an employee receives pay.

The payments will be credited to each employee's personal account, from which he draws money when unemployed. On retirement, or upon leaving the company for any reason, an employee receives the full amount of his account, plus investment earnings.

## **Cost of Fringe Benefits Still Climbing in U.S.**

The cost of fringe benefits in the United States is continuing to increase, both absolutely and as a percentage of payroll, according to the sixth of the biennial surveys of the United States Chamber of Commerce, the report of which has been issued recently.

The average cost of such benefits in 1957 was 21.8 per cent of payroll, 47.4 cents an hour, or \$981 per year per employee, according to the survey, which was based on reports from 1,020 companies. By comparison, the 1955 survey showed that fringe benefits cost on the average 20.3 per cent of payroll, 39.2 cents per payroll hour, or \$819 per employee per year.

In 1957 fringe costs ranged from less than 6 per cent to more than 60 per cent of payroll. In 1955 they ranged from 5 per cent to more than 50 per cent of payroll.

## **One U.K. Worker in Three Is Paid by Results**

In British industry, one wage-earner in three is paid by results; in the country's manufacturing industry alone, two workers out of five.

According to a recent Ministry of Labour survey, payment by results systems are still more widespread among women workers than among men. In the manufacturing industry, 45 women wage-earners in every 100 are paid according to what they produce compared with 38 of every 100 men.

Metal manufacturing, engineering, shipbuilding and electrical goods are the industrial groups in the United Kingdom where payment by results schemes affect the greatest proportion of male workers.

Four out of five manufacturing firms that employ more than 500 have introduced pay by results schemes for at least some of their workers, and more than half the workers in firms with more than 1,000 employees are paid under such schemes.

## **N.Y. Amendment Prohibits Discrimination for Age**

An amendment to the New York Fair Employment Practices Act forbidding discrimination in hiring on account of age became effective July 1. New York is the fourth state to legislate job protection for older workers.

The Commission Against Discrimination, the agency responsible for enforcing the law, has issued the following rules:

(a) Help-wanted ads may not specify age or read "young" man or "young" woman. The aim of the law and these interpretations is to enable applicants to appear and be interviewed without automatically being barred by the advertisement.

(b) Pre-employment inquiries as to age or date of birth on application forms will be permitted when required to check on an applicant's personal history, background or work record. In such case, however, the application form must state that the law prohibits discrimination because of age.

(c) Employers may consider age (1) when it is a *bona fide* occupational qualification in job performance; (2) in apprenticeship or on-the-job training systems; or (3) where required by laws such as those regulating child labour. Employers claiming *bona fide* occupational qualifications may file applications for the state agency's review.

(d) Employment agencies share responsibility with the employer for placing workers without discrimination. But if they act in good faith in taking orders on which the employer claims a *bona fide* qualification and if they keep proper records, they will not be held to have violated the law. Application forms used by employment agencies must carry the statement that the law prohibits discrimination because of age.

(e) The law permits an employer to terminate employment because of physical disability. It therefore allows physical examinations before employment to be made where essential to the job. An employer may not arbitrarily fire older persons simply because he believes that all persons over a certain age are physically disqualified.

(f) Retirement policies or systems with compulsory retirement ages below 65 established after July 1, 1958, must justify their reasonableness. Provisions in a retirement plan stating a maximum eligibility age for entrance will not of itself bar an applicant from being hired. The employer may be required to hire an applicant though not to include him in the retirement plan. Each case will be judged on its own facts.

## **Total Payments to Aged, Blind, Disabled Increase**

The number of persons receiving old age assistance in Canada increased from 92,484 at March 31, 1958, to 94,589 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,516,468.41 for the quarter ended June 30, 1958 compared with \$7,736,445.70 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$136,358,497.22.

At June 30, 1958 the average monthly assistance in the provinces ranged from \$49.76 to \$53.39, except for one province where the average was \$45.04. In all provinces the maximum assistance paid was \$55 a month.

### **Blind Persons Allowances**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,400 at March 31, 1958 to 8,545 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,052,408.61 for the quarter ended June 30, 1958, compared with \$1,078,192.65 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$20,013,104.98.

At June 30, 1958 the average monthly allowance in the provinces ranged from \$52.97 to \$54.20. In all provinces the maximum allowance paid was \$55 a month.

### **Disabled Persons**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 41,840 at March 31, 1958 to 44,366 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,686,162.73 for the quarter ended June 30, 1958 compared with \$3,727,185.64 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$28,029,625.05.

At June 30, 1958 the average monthly allowance in the provinces ranged from \$51.73 to \$54.68. In all provinces the maximum allowance paid was \$55 a month.

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Hon. Charles Daley, last month observing his 15th anniversary as Ontario Minister of Labour, has held the post longer than any predecessor.

## **Prevailing Rate Problem "Difficult"—Cushing**

It will be difficult, if not impossible, to ever get a satisfactory solution to the problem presented by wages of prevailing rate employees in the public service of Canada, in the opinion of Assistant Deputy Minister of Labour Gordon Cushing.

While improvements are always being pushed by the Department, and attained, the problem is a "never-ending" one, he told the second triennial conference of the National Defence Employees Association.

"I've been very unhappy," said Mr. Cushing, "to find that prevailing rates in some parts of Canada are pretty low. It's a lot more difficult to establish a fair prevailing rate than to set a classified salary."

He has found situations where classified employees and prevailing rate employees were working side by side and the classified employee's pay was "much greater" than that of the prevailing rate employee.

"There should be some form of liaison between the Civil Service Commission and the Department of Labour to ensure that this difference does not exist. It's not fair that prevailing rate people should be kept on a lower scale than classified civil servants."

In concluding his remarks, he noted that important steps are being taken to set prevailing rates at a "fair and reasonable" level.

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## **Construction Workers in Demand across Canada**

Skilled construction workers were in demand in July in most parts of Canada except British Columbia, where labour disputes had shut down nearly all major building projects, according to the monthly employment summaries prepared by regional offices of the National Employment Service.

The disputes were also hampering the placement of handicapped persons.

### **Some Transfers Made**

Plasterers, bricklayers, carpenters, plumbers, cement finishers and painters were in short supply in some Ontario centres. Shortages of bricklayers and painters in some areas of Quebec were overcome by the transfer of workers from areas with surpluses.

With the release during July of about 500 men from the St. Lawrence Seaway and Power Projects, the work force there was reduced to about 2,100.

Both Ontario and Quebec also reported shortages of motor mechanics and automobile body repairmen.

Experienced stenographers and other office workers were still in short supply in many parts of the country. The Pacific region reported a shortage of qualified women hairdressers. Registered nurses, dieticians, medical technologists and nurses aides were also in short supply.

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## **Employment Rise in U.S. Less than Usual in July**

Unemployment in the United States dropped less than normally and the rise in employment was less than normal during July, the U.S. Departments of Labour and Commerce reported last month.

The number of unemployed dropped by 143,000 to 5,294,000. Employment rose by 198,000 to 65,179,000.

After taking seasonal factors into account, the rate of unemployment increased from 6.8 per cent of the labour force in June to 7.3 per cent in July.

In the United Kingdom, the number of unemployed dropped by 17,419 to 411,838 in mid-July.

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## **U.S. Farm Population Drops 16.9% Since 1950**

The number of persons living on farms in the United States has declined 16.9 per cent since April 1950, according to an estimate prepared by the U.S. Bureau of the Census and the Agricultural Marketing Service. The number in April 1958 was about 20,827,000, which was 4,231,000 less than it had been eight years before.

### **Continuation of Trend**

This loss of farm population while at the same time the population as a whole is increasing represents the continuation of a trend that has been going on for a long time. During the period in question, however, it appears that nearly all of the decline occurred between 1950 and 1954.

In 1910, about one out of every three persons lived on a farm. By 1950 the ratio had declined to one in six, and by 1958 to one in eight. Over the years the movement is explained by changes in farm technology and increased opportunities for other kinds of employment.

The decline, however, does not fully represent the magnitude of the change that has been taking place, because an increasing number of families living on farms do not gain their livelihood in the main directly from agriculture. In 1958 about four-tenths



of the workers living on farms were engaged mainly in non-agricultural work, while in 1950 the proportion was only three-tenths.

At the same time part of the change is apparent rather than real, since it results from a reclassification of dwelling places without any movement of the occupants. Owing to changes in the use of land a number of dwellings have ceased to be classified as farm houses.

The largest decline in farm population has been among those between the ages of 20 and 24 years, who were fewer by a third at the end than at the beginning of the period; while the next largest decline was of those between 25 and 44 years of age, who were fewer by a fourth.

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### **Grants to Colombo Plan Near \$200 Million Mark**

Canada's financial assistance to foreign countries since the war now aggregates more than \$4,300,000,000, the External Affairs Department said recently. More than half this amount consisted of outright grants and the remainder was in the form of loans which have been partly repaid. More millions are earmarked for foreign aid in the current fiscal year.

The largest single amount—\$1,567,000,000—represents military aid for Canada's partners in the North Atlantic Alliance. The largest single loan, \$1,185,000,000, went to the United Kingdom soon after the Second World War.

Canada has given nearly \$200,000,000 to the Colombo Plan, besides \$35,000,000 in loans for the purchase of Canadian wheat and flour by India, Pakistan and Ceylon.

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### **Meany Bases Message On One Subject Only**

The Labour Day message of George Meany, President of the AFL-CIO, was devoted to one subject: education. This was a departure from normal practice.

In his statement Mr. Meany pointed out what he believed to be the needs and shortcomings of American education. He contrasted it with Russian education, and he came to the conclusion that the comparison gave grounds for serious concern.

#### **Main Measures Needed**

The main measures which he described as necessary to meet the situation were a broad program of school construction, the raising of teachers' salaries, and the provision of federal scholarships for higher education.

During the next five years there would be a need for about 222,000 classrooms to accommodate the increased number of students alone, and a year ago there was already a shortage of 142,300 classrooms. In addition, he said, between 14,000 and 20,000 new classrooms would be required each year to replace those which became obsolete, outmoded or "downright dangerous".

Regarding teachers' salaries, the AFL-CIO President said that the average income of teachers in the United States in 1957 was \$4,330 a year. "We are not properly compensating good teachers," he asserted.

Referring to the need to give help to students who were unable to continue their education on account of lack of means, he said, "It has been determined that each year some 60,000 to 100,000 high school graduates from the top 30 per cent of their class do not continue their education into college—just for financial reasons. Federally-financed scholarships for college study would be a long step forward towards a stronger democracy and would show the world that in America opportunities are truly equal. If Russia can find the funds to fully educate all students, so can the United States."

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### **Men Replace Machines, Unemployed Given Jobs**

The city of Sherbrooke, Que., has stored two street-sweeping machines and replaced them with some 40 unemployed men.

Municipal authorities have stressed that this is neither a retrograde nor a permanent move but rather a method of enabling the city's unemployed to earn some money and, more important, to qualify for unemployment benefits.

Part of the cost of employing the 40 men will be met by savings realized in the public assistance fund, they also point out.

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### **Presidents of 2 Unions Have Recently Retired**

The Presidents of two international unions have retired in recent months: Woodruff Randolph, President of the International Typographical Union since 1944, and R. O. Hughes, President of the Order of Railway Conductors and Brakemen since 1950.

District 26, United Mine Workers, has elected a new President, William H. Marsh of New Waterford, N.S. He defeated Tom McLachlan. In the same election, Steve Dolhanty was re-elected Vice President and Michael Higgins, Secretary-Treasurer.

## **Wages Unchanged in New UAW-Kelvinator Contract**

A two-year contract that keeps wages at present levels has been signed by American Motors Corporation and the United Automobile Workers covering 1,200 workers at the Kelvinator appliance plant in Grand Rapids, Mich.

The agreement is coupled with American Motors' plan for consolidating its appliance business in Grand Rapids and closing its plants in Detroit and Peoria, Ill. If the company fails to complete the movement within six months, it is reported, the UAW can cancel the new contract and revert to the previous three-year agreement.

## **AFL-CIO Orders Clean-up By Operating Engineers**

The AFL-CIO has ordered the International Union of Operating Engineers to undertake a clean-up or face disciplinary action. Four other affiliates are to be investigated.

They are: the Jewellery Workers International Union, United Brotherhood of Carpenters and Joiners, Hotel and Restaurant Workers Union, and the Amalgamated Meat Cutters and Butcher Workmen of North America.

The order to the Operating Engineers was contained in a report of the Federation's Ethical Practices Committee approved unanimously last month by the AFL-CIO Executive Council.

If the union agrees to comply with the order and report periodically until all clean-up demands have been satisfied, a further inquiry will be held in abeyance. If there is no compliance, the Committee warned it would conduct a formal hearing, the result of which could be expulsion, suspension or some other disciplinary action.

Evidence that the Jewellery Workers International Union "may be dominated, controlled or substantially influenced by corrupt influences" has made necessary a formal investigation of the union by the AFL-CIO, the Committee's report said.

## **Que. Industrial Accidents Cost 230 Lives in 1957**

Industrial accidents in Quebec during 1957 claimed the lives of 230 persons and caused injury to 110,171 others, according to F. Riley Daniels, President of the Quebec Branch of the Industrial Accident Prevention Association.

The loss to industry amounted to more than a million working days and at least 25 per cent of average earnings, he said.

## **Items of Labour Interest in House of Commons**

**Thursday, July 24**—*Labour Minister Starr* brands as false a statement, attributed to a Provincial Minister of Labour, to the effect that the federal Government attempted to bypass the provinces in seeking a solution to unemployment. "Every opportunity was given for participation in this (National Winter Employment) Conference," he said.

*No change* in the sampling procedures for arriving at Dominion Bureau of Statistics figures on employment in Canada has been made, Trade and Commerce Minister says in answer to a question.

**Friday, July 25**—*Signing of agreement* for construction of the Saskatchewan River dam announced by the Prime Minister.

*Study will be made* of the possibility of giving student nurses assistance with their studies, says the Minister of Health, replying to question as to whether Government would consider paying student nurses \$1 a day, in order to encourage them to complete their training without financial distress to themselves or their families.

**Saturday, July 26**—*Everything possible* will be done to give employment to the 122 men who have been retired from service on the canal near Cornwall because navigation in that area has been moved from the Canadian to the United States side of the St. Lawrence River, Transport Minister says in reply to a question.

**Monday, July 28**—*Increases in pensions* of superannuated civil servants and members of the armed forces and the Royal Canadian Mounted Police will be provided for at this session, Finance Minister announces. The proposed increases would apply also to widows and children of the three groups.

**Tuesday, July 29**—*Increased pensions* for retired employees of the Canadian National Railways are under consideration but no immediate action is planned, Transport Minister advises questioner.

*Transport Minister* tells questioner that he is not aware of any proposed sale of Canadian ships to Panama, nor that any of his departmental officers were in Panama for discussions of such proposed sale.

**Wednesday, July 30**—*Labour Minister* reports receipt by his department of minority and majority reports of conciliation board in dispute between non-operating railway employees and various Canadian railways (see page 996).

**Friday, August 1**—*No consideration* has been given, Prime Minister says, to proposal that Canadian National (West Indies) Steamships be transferred to the Federation of the West Indies under some lend-lease arrangement.

*1,100 Hungarian refugees* will be coming to Canada this year, Justice Minister advises questioner.

**Saturday, August 2**—*Publication announced* of new manual, *Organization of the Government of Canada*. It contains detailed information on the organization of the federal Government.

**Tuesday, August 5**—*Canadian National Railways* will employ 3,600 extra men in 1958 to strengthen its regular track force in the western region, compared with 1,650 in 1956 and 3,550 in 1957. They will be employed for a period of some 22 weeks, Transport Minister informs questioner.

**Thursday, August 7**—*Conditions of employment* of prevailing rate staffs, unlike those of classified civil servants, are determined by reference to the practice of good private employers. No evidence has been found that these release the equivalent of the public rate employees of the public service from duty before normal closing hours on account of conditions of heat or humidity. The prevailing rate employees' general regulations, which are founded on those general principles, consequently make no provision for leave with pay for prevailing rate staffs when conditions of excessive heat or humidity lead the Civil Service Commission to authorize the release of classified civil servants, Finance Minister informs questioner.

**Tuesday, August 12**—*Canadian National (West Indies) Steamships Limited* will sell eight-ship fleet to Havana shipping firm for \$2,800,000, the Minister of Transport reported. The ships will serve the West Indies and call at Halifax and Montreal in Canada. All officers of the ships were offered transfer to marine services of the Department of Transport. Some decided to retire, since they were eligible to do so. Some accepted other employment. The remainder are with the Department of Transport. Pension rights of all concerned have been protected.

**Saturday, August 16**—*Receipt of report* compiled by the Civil Service Commission's

Pay Research Bureau acknowledged by Finance Minister in answer to a question. The Bureau reported that it found, after intensive investigation, that there is no case at present for a general salary increase but that there are certain categories in the Civil Service into which there should be further investigation to determine whether a case for an increase exists.

*It was moved* that the House go into committee at its next sitting to consider the following resolution:

That it is expedient to establish a board of broadcast governors to regulate broadcasting in Canada; to provide that the expenditure of the board shall be paid out of money appropriated by Parliament therefor and also to provide for the continuance of a corporation known as the Canadian Broadcasting Corporation for the purpose of operating a national broadcasting service in Canada; and to provide further for the payment, remuneration, salaries and fees of the officers and employees thereof.

*First reading* given to bill to amend the Customs Act to provide new valuation clauses and introduce cost-of-production basis for valuing dumped goods.

**Monday, August 18**—*Amendments* concerning the railway grade crossing fund were contained in a bill given second reading and referred to the committee on railways, canals and telegraph lines. One of the purposes of the legislation is to increase during a period of three years the maximum contributions that may be made from the fund. The main estimates of the Department of Transport for this fiscal year contain a credit of \$10 million to the fund in addition to the normal annual credit of \$5 million. It is the intention of the Government to provide a similar additional sum of \$10 million next year and the following year. The additional credits are to serve a double purpose: to encourage additional projects to make crossings safer, and to afford a greater measure of financial assistance than is now available to municipalities and other parties that have to bear the cost of such work.

**Thursday, August 21**—*Report being prepared* by Prof. Robert M. Clark on the United States old age pension system will not—in spite of Prof. Clark's hard work—be ready for presentation until October, Prime Minister informs questioner.

*There has been no indication* from the province of Quebec that it will participate in the hospitalization scheme, Minister of National Health and Welfare informs questioner.

**Friday, August 22**—*A bill of rights* will be introduced at the present session of Parliament, Prime Minister announces.



# Defence Against Inflation

While movements of prices and labour costs closely connected, it is not clear whether rising wages or profits can exert an independent influence on prices, says U.S. Committee on Economic Development

Although there is no doubt about the close correspondence between the movements of prices and of labour costs, it is not clear whether rising wage rates or profits per unit of output can exert an independent influence on prices.

This is the opinion expressed in the report of a study, begun in the fall of 1955, that has recently been published in the United States by the Research and Policy Committee of the Committee for Economic Development. The first-mentioned committee is composed of 43 trustees from the 150 business men and educators who comprise the second committee. The report bears the title, *Defence Against Inflation—Policies for Price Stability in a Growing Economy*.

Later in its report, however, the Committee recommended "that the basic laws of the country be reviewed to see whether they permit labour organizations to have a degree of economic power that is not in the public interest".

Enlarging upon the statement about the connection between price movements and labour costs, the report continues:

We have suggested that the tendency of wage rates and prices not to decline when demand falls, and to rise rapidly when demand rises, has increased the amount of inflation we get in given conditions of demand. A more puzzling question is whether wage rates or profit margins tend to rise in our economy at a rate that forces prices up, or prevents them from declining when demand is not strong. This is the heart of the question of the "inevitability" of inflation...

There seems to be no serious doubt in anyone's mind that inflation can be prevented, the report goes on to say. "We know how to prevent inflation if that is the only end in view. Tight restraint on the growth of the supply of money, or actual contraction of the money supply, plus large government surpluses, will bring inflation to an end. The means to do this are available. What is meant, when inflation is said to be inevitable, is that the process of stopping inflation entails certain costs, which the American people may not, and perhaps should not, be willing to pay."

The costs referred to, it is explained, include unemployment, loss of production, and the slowing down of economic growth; and those who regard inflation as "inevitable" believe that only the existence of a

substantial amount of unemployment can keep wages and profits from rising so fast as to force up prices. This amount of unemployment they apparently consider would not, or should not, be tolerated.

The condition under which rising wage rates and profits are supposed to force up prices has come about, on the labour side, "as a result of the combination of strong unions and the national commitment to the maintenance of high employment," the Research Committee says. It gives several reasons why under present-day conditions unions may have strong motives for making large demands, while the considerations which serve to moderate the individual worker's desire to get higher pay for his services when he deals directly with the employer may be largely absent when wages are determined by collective bargaining.

The report also mentions the pressure that spreads to other industries when large wage increases have been obtained in a big unionized industry.

According to the line of argument which regards excessive wage increases as one cause of inflationary pressure, "the consequences of excessive wage increases are transmuted, by high employment policy, from unemployment suffered by the workers making the demands to inflation suffered by all. The fear of inflation does not restrain the wage demands, since no one union can affect the inflation much by its own action. And, when a large number of workers has been granted excessive wage increases, the government is quick to step in to prevent the rise in unemployment that might result from the self-correcting mechanism in the economy which would tend to bring wages and prices in these industries back into line."

Somewhat the same process might occur, according to this view, if business decided to raise prices in order to increase profits per unit of output. In this case the fall in sales that would tend to be the result might be prevented if, in pursuance of a policy of high employment to which it was committed, the government were to step in to stimulate demand by inflationary measures.

However, the Committee elsewhere points out an important difference between the inflationary effects of raising prices in order

to meet excessive wage demands and the effect of raising them in order to increase profits. Referring to the need to search for means to strengthen competition which "would have to be pursued without favour in business markets as well as in labour markets," it says:

But it is only a recognition that we live in the 1950's—not in the 1890's or 1920's—to say that the main problem lies in labour markets. There are several reasons for this. In most industries, except public utilities subject to regulation, there are several—often a great many—firms competing with each other, whereas single unions covering an entire industry or market are common. Moreover, labour costs are much larger than profit margins. The potential contribution of excessive wage increases to inflation is therefore greater. Most important, we have a long-established public policy in favour of competition in business. The laws and machinery to implement this policy have been in effect for a long time, and in our view, have had a great deal to do with the growth of our economy and the improvement in our standards of living. There have been repeated national studies to see how these policies might be made more effective. As a consequence we not only have substantial business competition; we also keep exploring the route by which we can preserve or strengthen it.

But we do not have the beginnings of a public philosophy about the proper limits to the powers of labour organizations in an economy basically organized on the principle of competition. Our laws tend to deny the existence of the problem, as if saying that labour is not a commodity changes the facts that labour is the main economic resource and that wage rates are the main element in costs and therefore in prices. And recent investigations of unions have not focussed on this central issue of their effects on wage rates and inflation.

In connection with the foregoing argument that efforts to raise wages or profits in some circumstances may exert independent inflationary pressure, the report asks two questions:

- "1. Does the situation described actually exist in the United States?
- "2. If it does exist, is the policy choice presented—high employment with a little inflation versus stable prices with a lot of unemployment—the real choice?"

In attempting to answer these questions it begins by saying: "The possibility that we might be unable to have high employment and stable prices in our economy cannot be denied. But the facts are quite unclear."

Further on it says:

We do not definitely know—and we are not trying to prove—that costs and prices do or do not tend to rise in the American economy when demand is just adequate for satisfactorily high employment. Continuing analysis of this question is necessary. Mean-

while policy must be based on the information that is available. We believe a tendency *may* exist for prices to rise under such circumstances. We believe, moreover, that if such a tendency does not already exist, it may come into being in the future.

The report goes on to point out that in some countries where industry is more highly concentrated than in the United States, and where unionization is more comprehensive and the idea of "full employment" is more rigidly interpreted, "there is fairly clear evidence that price stability is incompatible with the unrealistically rigid conditions of full employment society has decreed.

"This foreign experience," the Committee says, "is a warning for the future of America."

In the view of the writers of the report it is not possible to maintain "creeping inflation"—even if such inflation is desirable. They believe that it is not possible to choose between excessive unemployment and creeping inflation; and they give their reasons for thinking that "if the conditions exist that are said to make high employment incompatible with price stability it is hard to see how the creeping inflation could be prevented from developing into a gallop".

The real question before the country, the report says, "is not whether to stop inflation or to tolerate a persistent upward creep of prices. The question is whether to stop the inflation sooner, or to stop it later, after it has done great damage. In our opinion the only responsible course of action is to stop inflation as soon as possible."

The measures that the report contends should be adopted to prevent long-term inflation fall along three main lines:

- "1. We must do everything possible to increase national productivity.
- "2. We must do everything necessary to keep demand from rising faster than production.
- "3. We must adopt and adhere to policies—primarily through the voluntary action of business and labour, but if necessary through governmental action consistent with economic freedom—that keep prices and unit labour costs from rising, on the average, when demand is kept from outstripping production."

As a solution to the inflation problem, the report rejects as unacceptable the direct control of prices and wage rates.

"It would seriously impair the freedom and efficiency of the economy and anyway would not, on past experience, serve for long to restrain inflation," it says.

We must now make a break with the expectations and standards of proper and feasible wage and price movements that were generated in the postwar inflation. We must accept as standards of public and private policy the principles of wage and price behaviour that are consistent with general price level stability.

Wage rates on the average should rise as fast as total (national) output per man-hour, which has been between 2 and 3 per cent a year.

If average wage rates per hour rise at the same rate as output per hour, labour costs—which are the biggest part of total costs—will be stable. If prices are stable on the average this will mean that other incomes—including profits and interest—per unit of output will also be constant on the average.

The proposition that wages should rise in line with productivity does not mean, as it is sometimes interpreted to mean, that the entire increase in output per man-hour should go to wage earners, the report emphasizes. This would leave nothing to pay for the increased amount of capital which contributed to the rise in productivity, it points out.

In conclusion the report says:

"The answer to the problem of long-run inflation calls... for but one sacrifice: the sacrifice of the illusion that we can get more out of the economy than we produce.

"It is important to realize that this illusion is a major source of inflation. Until we have parted with it, it will bemuse us into thinking we can, whenever we like, simply by using more money or using it faster, increase our consumption more than we increase our output, that somehow we can buy what we have not produced."

(A similar view, but one that definitely attributed part of the inflation which has occurred since 1947 to excessive increases in money wages, was taken by Dr. Jules Backman, Professor of Economics, New York University, at the industrial relations conference held as part of the 87th Annual General Meeting in June of the Canadian Manufacturers' Association (L.G., July, p. 733).

(Dr. Backman also referred to "this attempt to ignore elementary arithmetic" which is involved in "expanding the number of dollars paid without relationship to what is being produced" in a futile attempt to raise the standard of living by doing so.)

## Four Factors Make Resumption of Inflation Possible

Four reasons for the widespread apprehension that is being felt that inflation may begin again are given by Edwin L. Dale, Jr., in an article in the *New York Times*. Although none of them taken separately, or all of them put together, make it certain that inflation will be renewed, they do nevertheless make up a fairly impressive case, Mr. Dale says.

One of the reasons he gives is that wages have continued to rise during the recession.

The other reasons are: that prices in general have not fallen during the recession, and that on the contrary consumer prices have continued to creep up; that a large prospective deficit in the federal budget may have inflationary effects; and that the easy money policy pursued by the Federal Reserve Board since last November as an anti-recession measure may be carried too far, thus promoting a resumption of inflation.

It is not unusual for the consumer price index to rise during the first eight or ten months of a recession, the writer says. But

even making allowance for this, "the stickiness" of both consumer and wholesale prices paints a disquieting picture for the future."

As to wages, he says that "the figures here are a bit sketchy, but they all point to the same conclusion: Wages have risen despite the slump." One calculation, made by Prof. Sumner Slichter of Harvard, shows that wages rose by 4.1 per cent between last August and May. Private surveys indicate that wage increases have been averaging from 8 to 10 cents an hour—"not much less than during the boom," says Mr. Dale.

"All of this means higher wage costs for the future. There is more and more backing among economists for the general concept of 'wage inflation,'" he concludes.

The effect of the deficit, which is estimated at \$12,000,000,000 for the fiscal year that began on July 1, and the effect of the Federal Reserve Board's policies are difficult to estimate, the article says. There is a danger, however, that both these factors may turn out to be inflationary.



# The Money Value of Housework

Oxford University economist believes time has come to take value of unpaid housework into account when calculating gross national product. If paid for this work would total nearly one third of nation's income

The time has come to take the value of unpaid housework into account when calculating a country's gross national product, declares a well-known Oxford University economist.

In an article, "The Economics of Housework," in the May issue of the *Bulletin of the Oxford Institute of Statistics*, Prof. Colin Clark estimates that the total value of all housework, very little of which is actually paid for in money, if paid for would amount to nearly a third of a country's total national income.

In calculating their gross national product—widely used as an index of the standard of living—most countries take account of housework only if it is paid. Some countries exclude from the national product all personal services, paid or unpaid, and other countries have tried to set a value, generally low, for unpaid housework.

Prof. Clark's article results from a serious attempt to measure the money value of unpaid housework.

To exclude unpaid housework from the national product is a "practical expedient without theoretical justification," he says. He supports his contention by quoting Prof. Pigou's observation that "if a number of unmarried men, employing paid houseworkers, decided to marry them, then the figures of national product, as we measure it, exclusive of unpaid housework, would be reduced."

Not only has the price of paid housework risen a great deal in recent years but the proportion of all housework done without pay is on the increase. He estimates that at the beginning of the century paid housework represented about  $7\frac{1}{2}$  per cent of the national product in value, while today it has dropped to a little more than 1 per cent.

In Canada, for instance, during the decade 1941 to 1951, when wartime conditions opened up other opportunities for many, the number of paid private household workers fell by more than 50 per cent. Yet, since there are now 10 times as many Canadian women keeping house without pay as the number employed in service occupations, it is clear that they contribute a great deal to the national standard of living.

For the purposes of economic analysis and measurement of the labour force activity of the population, unless a person is paid for his work he is considered a non-worker. About three out of four Canadian women are non-workers, and 85 per cent of the non-working women are keeping house. Most of the others are schoolgirls and retired women.

The term "non-worker" is applied to men too, but because nearly all men of working age are either at work or looking for work, it is the women, especially those with household responsibilities, who make up the bulk of the "non-workers".

Household services are an important element in the standard of living, and most household services are unpaid. This unpaid portion has long worried some people; the article on this page tells of an attempt to place a money value on it.

"Housework, as everyone knows, is an increasingly expensive service to purchase," Prof. Clark points out. Yet, in Canada as elsewhere, there appears to be a perennial demand for domestic workers.

It is difficult to measure the total amount of housework being done, and a further problem to determine its value. Prof. Clark starts with the costs of domestic service in institutions for children and adults and applies them, with qualifications, to the general population by age groups.

One conclusion that he reaches in comparing 1938 with 1956 is that "there has probably been a great improvement in 'productivity', shown not in any great increase in the amount of housework done, which in fact increased only by about 10 per cent, but by the considerably reduced number of women who got it done, many women previously occupied only at home now having obtained paid employment."

It seems probable from his analysis that in the last 20 years there has been an increase in the amount of housework done per woman engaged in it; this is perhaps due to better household equipment. But Prof. Clark does not rule out the possibility that eyes may be closed now to some housework that might have been done in an earlier day.

Families are smaller today than they were in the early days of the century. Prof. Clark suggests that up to 1938 the decline in the relative number of children meant that the woman in the home enjoyed increased leisure. During the last two

decades, however, "most of this released woman-power has been diverted to increasing the size of the paid labour force".

Yet, he says, "it is difficult to avoid the conclusion...that more hours are being devoted to work, and less leisure enjoyed, by many women, including those who now do paid work but have housework to do as well."

Prof. Clark considers it likely that when those who formerly were responsible for the household duties take on paid outside work,

other family members who have always held paid jobs assume responsibility too for some of the household chores. This theory is supported by the findings of a recent Canadian survey of *Married Women Working for Pay in Eight Canadian Cities*.\*

A considerable number of married women do housework for others while members of their own families help to share the load at home. In these circumstances, of course, they are adding to the gross national product.

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## Successful Rehabilitation—X

Tenth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the tenth in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.*

*It was written by J. C. Macneill, Atlantic Regional Public Relations Officer, Unemployment Insurance Commission.*

When Pearcey Lane was 18 months old he was stricken with polio, which badly crippled him. As he grew it was apparent that he would be unable to do any kind of manual labour, and he was untrained.

But Pearcey Lane believed he could earn a living if he could get the right education. Getting his early formal education was a problem that had to be licked early in life because of the difficulty he had in moving around. However, that was accomplished

and the provincial and federal rehabilitation facilities started him on his successful entry into the business world.

Helping hands were the federal-provincial government training scheme, Schedule "R"; M. J. Harry, Special Placement Officer of the National Employment Office of the Unemployment Insurance Commission, St. John's; Walter Davis, Provincial Co-ordinator of Rehabilitation; and H. W. Squires, Rehabilitation Officer with the Department of Health.

First step in Pearcey Lane's rehabilitation was to find out what his capabilities were and his aptitudes. Medical records and medical authorities furnished the first answers. The vocational aptitude tests at the Vocational Training Institute pointed to the course he should take. In this case, it was bookkeeping. Through schedule "R" he was enrolled in the commercial class for the normal nine months' course.

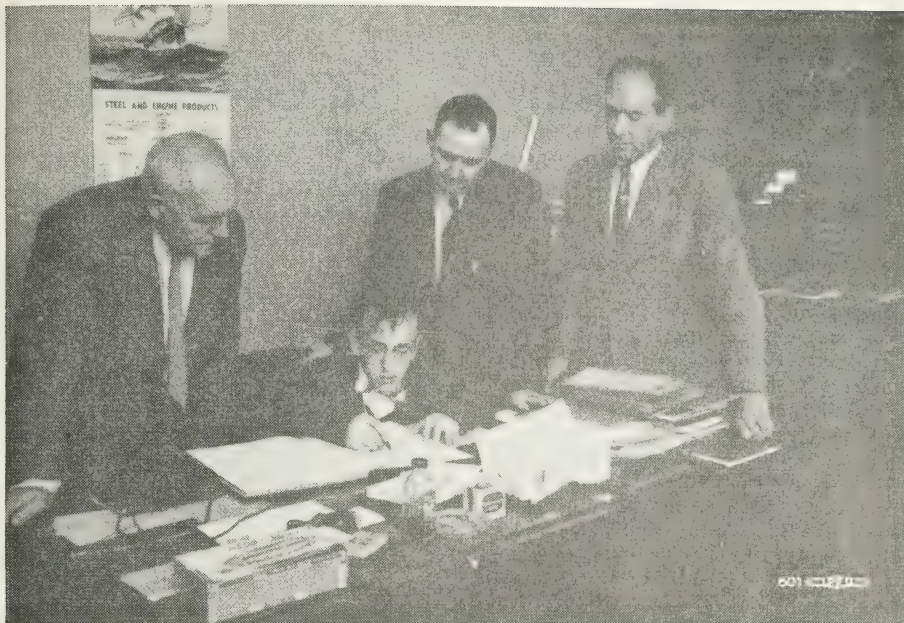
It was while he was in this training institute that he and Mike Harry became acquainted. The latter, in his capacity as special placements officer, had been visiting the school regularly giving short addresses on the possibilities of employment and the facilities that the National Employment Service was able to offer. Along with the other students Pearcey Lane registered for employment, to be placed in a job, he hoped, when his course was finished.

Because of his infirmity he was not expected to go to the National Employment Office for his counselling sessions. His re-interviews and counselling were done at the school by Mr. Harry.

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

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\*Obtainable from the Queen's Printer, Superintendent of Government Publications, Ottawa; price 25 cents.



**Polio victim Pearcey Lane, 23, pictured on his first day on his first job. Others shown (left to right) are: A. G. Barnes, President, A. G. Barnes Construction Company, the employer; M. J. Harrity, National Employment Service Special Placement Officer; and H. W. Squires, Nfld. Department of Health Rehabilitation Officer.**

As the time for the completion of Pearcey's course drew near, Mr. Harrity undertook an extensive program of job solicitation on his behalf. Employers were asked to help out, to notify the NES office if through their business contacts they learned of a vacancy that he might be able to fill.

It was through such a contact that Mr. Harrity learned that there was soon to be an opening at A. G. Barnes, Limited, one of St. John's large contracting firms. Mr. Barnes was agreeable. Not only that, he proposed that Pearcey start with him right away, working mornings to get familiar

with this particular type of work, and spending afternoons at the school until his course was finished.

That was the program decided upon. Pearcey Lane completed his course and went on the job full time. It was another of the more than 45 special placements Mr. Harrity had made in the past six months. Some were older workers who needed special counselling, others were youths just coming into the labour market; but the majority were disabled persons like Pearcey Lane, who had to find the job which made use of his remaining abilities.

## Technical Counselling Helps Handicapped Cope with Housework

The more than 10,000,000 handicapped women in the United States stand to benefit from technical counselling originating from the Institute of Physical Medicine and Rehabilitation in New York, of which Dr. Howard A. Rusk is Director.

A consultant in home-making, Mrs. Julia S. Judson, began the project in 1950. Since then, some 40 other similar centres have come into being in all parts of the United States.

Part of the training that handicapped women get is in work simplification in the kitchen. The kitchen is planned for the sit-down worker—often the handicapped housewife gets around by wheelchair. Counters are lower than average; the sink is low enough for her to wash dishes while she is sitting.

Utensils are stored in open shelves and at lower than usual height, to eliminate the reaching necessary in most kitchens.



# Sheltered Employment in Great Britain

**Remploy, British non-profit company set up under Disabled Persons (Employment) Act 1944, now has 90 factories, which employ more than 6,000 persons, sited where the need to provide employment is greatest**

The Disabled Persons Employment Corporation (Remploy) was set up in Britain in March 1945 under the Disabled Persons (Employment) Act, 1944 (L.G., 1947, p. 7). Its purpose was to permit disabled persons to secure and retain suitable employment alongside able-bodied workers and to provide sheltered employment on a larger scale than would be possible through local and voluntary efforts alone.

Established as a non-profit company and financed by the central Government, Remploy now has 90 factories, employing more than 6,000 severely disabled workers, located in those places where the need to provide employment for the disabled is greatest.

Since 1948 local authorities have been obliged to provide workshops for the blind under statutory schemes approved by the Government. At present there are about 70 workshops providing training or employment for more than 4,000 blind persons, one-third run directly by local authorities and the remainder by voluntary organizations acting as their agents.

Under the National Assistance Act, 1948, local authorities were empowered, but not obliged, to set up sheltered workshops for the disabled other than the blind. But little use has been made of these powers owing to restrictions on capital expenditure.

At present there are about 40 workshops for sighted disabled (including those in village settlements for the tuberculous), most of them relatively small. The total for whom training or employment is provided is about 800.

As a government-sponsored concern, Remploy has looked to the central Government and to a smaller extent to local authorities and nationalized industries to provide it with some of its work through the placing of suitable contracts.

Arrangements were made in 1950 under which some preference was given by purchasing departments to "priority suppliers", a term which includes other sheltered workshops and prisons as well as Remploy. In 1956-57 the value of government contracts secured was nearly 30 per cent of Remploy's total sales.

Efforts have been made to enter the export market and orders have been obtained from as far afield as New Zealand, Iraq, Canada and the Sudan.

Remploy's factories are sited where the need to provide employment for the disabled is greatest, not where the economic advantage is greatest. For production purposes, however, they have been formed into trade groups regardless of geography.

The purpose of Remploy is to run its factories on commercial lines and reproduce closely the atmosphere of ordinary industry. Except where there are special medical reasons, all employees are expected to work a 44-hour week.

The present wage structure is based on a standard Remploy rate for all trades, which is settled by negotiations with the trade unions concerned, and is roughly 75 per cent of an average of all the different trade rates. Employees have a free hand regarding membership in trade unions and most of them have joined a trade union appropriate to their particular occupation.

Works managers are encouraged to extend to officials of these trade unions the usual facilities for consultation, and there are shop stewards in each factory. Joint consultative committees consisting of representatives of management and employees also exist for the discussion of such matters as production, factory conditions and welfare.

In welfare matters Remploy aims to keep abreast of good industrial practice. It provides a canteen service in every factory, encourages workers to run their own social clubs, and publishes a quarterly news-sheet, *Remploy News*.

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## New Disabled Persons Act in U.K.

Great Britain's Disabled Persons (Employment) Act, 1958, received Royal Assent on July 7. The Act gives effect to those recommendations made by the Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons (L.G., June 1957, p. 702) concerning employment and requiring legislation.

## Canadian Federation of University Women

Triennial Conference, attended by 400 delegates from all provinces, decides to increase value of scholarship awards. Manchester college surveys opportunities for qualified women engineers and technologists

The triennial conference of the Canadian Federation of University Women held in Montreal, August 12-16, 1958, brought together some 400 delegates from all provinces. Although a considerable proportion were teachers there were many housewives, as well as lawyers, librarians, nurses, social workers, musicians, home economists, doctors, financiers and scientists.

One of the primary aims of the Federation is to foster a high standard of scholarship among women; in the past three years it has provided fellowships and special grants for advanced study amounting to \$17,400. Because of the heightened cost of travel and living, the conference decided to increase the value of future awards.

Problems of education had been a widespread subject of study in local clubs during the past three years. These had led to recommendations to educational authorities regarding standards and curriculum, teacher training, scholarships and bursaries, administration and finance. The Federation had also contributed to a study of the access of women to higher education done by the International Federation of University Women for the UNESCO.

The conference reviewed activities directed to the improvement of the status of women, including approaches to governments on issues relating to women's work, succession duties, penal reform and the appointment of women to public office. Groups within the Federation have assisted also in the promotion of public library services and have supported the creative arts in communities all across Canada.

### Women in Engineering

A committee of enquiry appointed during the summer of 1957 under the auspices of the Manchester College of Science and Technology "to find out what opportunities exist for qualified women scientists and technologists in the engineering industry" recently published the report of its findings under the title *Women in Engineering*<sup>1</sup>.

This is a subject that has been receiving a good deal of attention in Britain. The 28th Annual Conference of Representatives

of Unions catering for Women Workers, for example, passed a resolution pressing for equal educational opportunities for girls and boys in scientific and technical fields (L.G., July, p. 740). A number of U.K. publications on the subject have also appeared, one of the most recent being the British Federation of University Women's booklet entitled *Opportunities for Girls and Women in Science and Technology*<sup>2</sup>.

The Manchester survey was confined to engineering firms in the Greater Manchester area. Of 196 firms initially selected, 73 were finally included in the study, and of these, six employed qualified women engineers or technologists. Only four of the firms surveyed stated that they considered their type of work unsuitable for women.

The results of the study show that wherever qualified women have been employed they have proved satisfactory and as competent as men, but it was clear that "where there are sufficient men, the employment of women engineers is, in general, unlikely to be seriously contemplated". There was evidence of some change in attitude, however, even in traditional engineering firms.

Women were more readily accepted and in considerable demand as technicians in drawing offices and laboratories but did not often rise above this level.

The committee concluded that "provided they have the same initial qualifications, women can undertake the same training schemes as men with complete success... There is no insurmountable obstacle put in the way of a woman who has ability and determination."

<sup>2</sup>Published by the British Federation of University Women, Ltd., 17a Kings Road, London, S.W. 3, 59 pp. Price 2s.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good-labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

<sup>1</sup>Published May 1958 under the auspices of the Manchester College of Science and Technology. 20pp. Price 1/6.

## 50 Years Ago This Month

Leading United States authority on labour questions reports on study of Industrial Disputes Investigation Act, declares all employers in agreement with principle of the Act, but Labour's reactions mixed

After visiting Canada in the spring of 1908 in order to study the operation of the Industrial Disputes Investigation Act, 1907, Dr. Victor S. Clark, described as "one of the leading authorities in the United States on labour and sociological questions," in his report expressed the opinion that "so far as can be judged from the experience of a single year, the Act has accomplished the main purpose for which it was enacted, the prevention of strikes and lockouts in public service industries".

Dr. Clark's report, a large part of which was published in full in the *Labour Gazette* for September 1908, said that the mediation of boards set up under the Act seemed to have been less successful in mining disputes than in railway negotiations.

All employers, he said, agreed with the "principle" of the Act, though there was some dissatisfaction among them with the way it had been administered. Some employers, including some of the largest in Canada, were stated to be in favour of compulsory arbitration, and in favour of amending the Act to make board awards binding on both parties.

This favouring of compulsory arbitration by the employers, however, seemed to be connected with a belief that the boards would be likely to lean towards the employers' side in their decisions. "In the New West," the report said, "public sympathy is almost certain to be with the employees against a great corporation. Experience with these conditions makes managers favourable to any method of solving labour disputes that will throw them farther eastward, to more conservative centres."

Leaders of organized labour were inclined to be critical in their attitude towards the Act, Dr. Clark found. "But," he also said, "those who have made a study of the subject are favourable to the law." However, later in his report he stated that "the leading organizations of railway employees opposed the law at the time of its passage, and still regard it with cold favour."

Miners had mixed feelings about the Act, according to the report; but on the whole

opinion among them seemed to be more hostile than favourable.

On the other hand, Dr. Clark quoted the executive officers of the Dominion Trades and Labour Congress as giving "heartily endorsement to the principle of the bill".

Labour opposition to the Act was based on two grounds, Dr. Clark found: a general distrust of government intervention in labour disputes, arising from the feeling "that the intervening authority usually has a class bias against labour"; and a feeling that workers had a chance to "improve their conditions more through negotiations backed by sudden strikes than by negotiations backed by deferred strikes".

Dr. Clark's opinion was that "application of the Act to industries should probably be limited—at least for some time to come—to strictly public service industries as defined by the Canadian statute. Less strain would be placed on the Act now did it not apply to metal mining."

Measures of importance to labour passed at the session of Parliament that ended on July 20, 1908, which were summarized in the *Labour Gazette*, included:

The Government Annuities Act, which authorized the sale to any person living in Canada of an immediate or deferred annuity of not less than \$50 and not more than \$600 a year.

An amendment to the Civil Service Act which brought the "Inside Service"—the staff employed by the Dominion Government at headquarters—under the control of two commissioners; and required admission to the service to be by competitive examination, and promotion to be by merit.

The repeal of Clause 415 of the Railway Act, under which a railway employee who caused injury to person or property through wilful or negligent violation of a rule of the company was liable to prosecution. The Criminal Code still held liable those found guilty of wilful omission or neglect of duty. The repeal of this clause of the Railway Act was stated to be due to the representations that had been made by the associated railway brotherhoods during the session.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued seven certificates designating bargaining agents and rejected three applications for certification. During the month the Board received nine applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers, warehousemen and mechanics employed by C. A. Fraser Limited, Toronto, Ont. (L.G., Aug., p. 880).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and warehousemen employed by Leamington Transport (Western) Limited, operating in and out of the cities of Winnipeg, Man., Windsor and London, Ont., and the town of Leamington, Ont. (L.G., Aug., p. 880).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees employed by the Canadian Pacific Railway Company in its Data Centre at Montreal (L.G., Aug., p. 880).

4. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen, and helpers employed by Dew Moving and Warehousing Limited, Toronto, Ont. (L.G., Aug., p. 880).

5. International Longshoremen's Association, Independent, on behalf of a unit of longshoremen employed by the Seaway Forwarding Agencies Limited at the Port of Sarnia, Ont. (L.G., Aug., p. 881).

6. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Smith Transport Limited, operating in and out of terminals of the company in Nova Scotia and New Brunswick (L.G., Aug., p. 881).

7. Chalk River Atomic Energy Draftsmen, Local No. 1569 (CLC), on behalf of a unit of draftsmen employed by Atomic Energy of Canada Limited at Chalk River, Ont. (L.G., Aug., p. 881).

### Applications for Certification Rejected

1. Nordair Mechanics' Association, Ind., applicant, Nordair Ltd., Roberval, Que., respondent, and International Association of Machinists, intervener. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board, in which only the name of the applicant was on the ballot (L.G., July, p. 753).

2. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacCosham Storage and Distributing Company Limited, Kingston, Ont., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., Aug., p. 880).

3. Oil, Chemical and Atomic Workers International Union, applicant, Eldorado Mining and Refining Limited, Port Hope, Ont., respondent, and District 50, United Mine Workers of America, Local Union

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

13173, intervener. The application was rejected for the reason that the applicant had no members in good standing within the meaning of the provisions of Section 15 of the Board's Rules of Procedure, having regard to the provisions of the constitution of the applicant union (L.G., July, p. 755).

### Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of production employees of Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway Employees and Other Transport workers, on behalf of a unit of unlicensed personnel employed by Northumberland Ferries Limited, Charlottetown, P.E.I., operating ferries between Wood Islands, P.E.I., and Caribou, N.S. (Investigating Officer: D. T. Cochrane).

3. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees of *Transport Hull Métropolitain Limitée*, Hull, Que. (Investigating Officers: B. H. Hardie and J. C. Baril).

4. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees of Hull City Transport Limited, Hull, Que. (Investigating Officers: B. H. Hardie and J. C. Baril).

5. Elliot Lake-Stanleigh Office Workers' Union, Local 1574 of the Canadian Labour Congress, on behalf of a unit of office employees of Stanleigh Uranium Mining Corporation Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

6. Quirke Lake-Can-Met Office Workers' Union, Local 1575 of the Canadian Labour Congress, on behalf of a unit of office employees of Can-Met Explorations Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

7. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of garage mechanics employed by Gill Interprovincial Lines Ltd., Vancouver (Investigating Officer: G. R. Currie).

8. Hotel and Restaurant Employees' and Bartenders' International Union, Local 28, on behalf of restaurant employees employed by the Canada Railway News Company Limited at the Great Northern Station, Vancouver (Investigating Officer: D. S. Tysoe).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Northern Transportation Company Limited, Edmonton, aboard vessels operating in the Western Arctic (Investigating Officer: D. S. Tysoe).

### Application for Certification Withdrawn

International Union of Operating Engineers, Local 115, applicant, and Poole Construction Company Limited, Whitehorse, Yukon Territory, respondent (L.G., July, p. 755).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Telegraphs (motor messengers) and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough).

2. Canadian National Telegraphs (micro-wave attendants) and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough).

3. Minshull Storage and Van Limited, Halifax, and Local 927, International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

4. Canadian Arsenals Limited (Gun Ammunition Division) Lindsay, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough).

5. Lake Shore Lines Limited, Lachine, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

6. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

7. Canadian Stevedoring Company Limited and International Longshoremen's and Warehousemen's Union, Local 509, Vancouver (Conciliation Officer: G. R. Currie).

### Conciliation Boards Appointed

1. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14. (L.G., Aug., p. 882).

2. Marine Industries Limited, Montreal; The J. P. Porter Company Limited, Montreal; Canadian Dredge and Dock Co. Limited, Toronto; Russell Construction Limited, Toronto; and McNamara Construction Co. Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 882).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen (L.G., Aug., p. 883) was fully constituted in July with the appointment of Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and Hon. A. W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively. (No conciliation officer previously appointed).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



## Board Reports Received during Month

1. Newfoundland Employers Association Limited, St. John's and Longshoremen's Protective Union (St. John's) (L.G., Aug., p. 883). The text of the report is reproduced below.

2. The Owen Sound Transportation Company Limited, Owen Sound, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 756). The text of the report is reproduced below.

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., July, p. 756). The text of the report is reproduced below.

4. The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 756). The text of the report is reproduced below.

5. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway of Manitoba, Railway Express Agency, Inc. (non-operating employees) and the joint negotiating committee representing a number of railway labour organizations (L.G., April, p. 391). The text of the report is reproduced below.

6. Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 756). The text of the report is reproduced below.

7. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 271). The text of the report is reproduced below.

## Settlements Following Board Procedure

1. Canadian National Railways (M.V. *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (*see above*).

2. Western Union Telegraph Company, Cable Division, and American Communications Association. No conciliation officer previously appointed. (L.G., Aug., p. 889).

3. Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 631).

4. Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 496).

## Administrator Appointed Following Strike

1. Canadian Pacific Railway Company (British Columbia Coastal Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 883). Stoppage of work occurred May 16, 1958. E. G. Taylor appointed Industrial Inquiry Commission, May 27. R. K. Smith, QC appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute.

2. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., Aug., p. 883). Stoppage of work occurred June 24, 1958. R. K. Smith, QC, appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute.

## Lithographers Leaving AFL-CIO because Organizing Drive Restricted

The Amalgamated Lithographers of America announced last month that it was leaving the AFL-CIO. It is the first international union to secede voluntarily from the federation since the merger of the country's two central labour bodies in December 1955.

Emergency meetings were scheduled this month and in October to plan the 36,000-member union's future course.

The Lithographers charge they have been restricted by the AFL-CIO from organizing lithographic workers in plants represented by other unions. At its 1957 annual convention the union announced it would begin a drive to organize all lithographers whether or not such a move had the approval of the AFL-CIO, the reasoning being that lithographic departments were going into plants where the employees, represented by other unions, were not getting wages comparable to those paid to its members.

Jurisdictional disputes led the union to leave the former AFL in 1946 after the Federation supported the Pressmen's Union in a dispute. The next year it joined the CIO.

# Report of Board in Dispute between

Newfoundland Employers' Association Limited

and

Longshoremen's Protective Union

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the Newfoundland Employers' Association Limited, St. John's, and the Longshoremen's Protective Union, St. John's, was composed of Prof. M. O. Morgan, chairman; Capt. M. G. Dalton, nominee of the employers; Lawrence J. Daly, nominee of the bargaining agent.

Proceedings before the Board began July 2, 1958. At the meetings of the Board the Newfoundland Employers' Association Limited was represented by:

A. H. Crosby, Murray Agencies and Transport Company Limited; J. E. Hickey, Furness Withy and Company Limited; G. Bussey, Harvey and Company Limited; R. Clancy, Blue Peter Steamships Limited; D. C. Hunt, Counsel for the Association.

The Longshoremen's Protective Union was represented by:

W. F. Breen, president; W. F. Atkinson, recording secretary; J. Power, financial secretary; J. Squires, delegate.

Following the preliminary meetings held separately with each party to the dispute, an attempt was made by the Board to effect conciliation between the parties through joint meetings. The employers' association presented two additional alternative proposals which the union executive considered unacceptable to its membership. The Board then heard the enlightening submissions submitted by both parties and made a final attempt to bring the parties to reach an agreement.

The Board regretfully reports that it was unsuccessful in its efforts to bring the two parties to an agreement. It therefore gives an analysis of the situation that surrounds this dispute and submits its recommendations which, in the opinion of the Board, are in the best interests of both parties and of the Port of St. John's. It is considered that these recommendations may after careful consideration by both parties, in the light of all the circumstances, lead to the signing of an agreement.

The sources of the current deadlock between the two parties to the dispute lie deep in the history of waterfront activities in St. John's. The present impasse, as the conciliation officer reported, expresses,

in concentrated form, the years of dissatisfaction in the relationships of the parties. The Longshoremen's Protective Union is one of the oldest labour organizations in Newfoundland. In 1911 it was registered under the Trade Union Act and has remained an independent union without any affiliation whatsoever. The employers' association is an association of the principal importing and exporting firms in St. John's, each of whom is in competition with the others. The main purpose of their associating is to represent and protect the interests of importers and exporters in their dealings with organized longshore labour. The first collective agreement was concluded between the Longshoremen's Protective Union and the Newfoundland Employers' Association Limited on December 29, 1939, after Government intervention and a Government undertaking to set up a committee of investigation to inquire into rates of pay and conditions and rules under which work was performed. This committee was set up and reported in 1940. In 1942 a trade dispute board was established under the defence regulations to settle matters at issue between the two parties. The legally binding terms of the report of this trade dispute board, which with few modifications later agreements have followed, are regarded by the union almost as sacrosanct. The basic issues before the present Board, rates of pay in return for removal of what are considered restrictive

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Longshoremen's Protective Union (St. John's) and the Newfoundland Employers' Association Limited, St. John's.

The Board was under the chairmanship of Prof. M. O. Morgan, St. John's, who was appointed by the Minister on the joint recommendation of the other two members, Capt. M. G. Dalton and Lawrence J. Daly, both of St. John's, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Capt. Dalton. The minority report was submitted by Mr. Daly.

The majority and minority reports are reproduced here.

practices, were raised before both the committee of investigation and the trade dispute board. In 1948 a general strike resulted from the employers' refusal to meet the union wage demands. Since 1953 bargaining between the parties has become increasingly difficult and open conflict narrowly averted. In 1956 an agreement signed by the negotiating committee was repudiated by the union membership, resulting in the resignation of a majority of the union executive officers including the president. During the recent negotiations before the conciliation officer, compromise proposals were accepted by the representatives of both parties as a basis of settlement, but they were rejected by the union membership by a secret ballot. The later alternative proposals of each party were unsatisfactory to the other.

The issues in the dispute between the parties before the Board are time and one half the day rate for the early night period and the removal of or decrease in what are regarded as restrictive practices. The union representatives considered that the union members are adamant in their demands for time and one half the day rate for the early night period. The representatives of the association were firm in

their stand that they could not consider an increase in their wage costs unless restrictions on mechanical equipment were removed, the size of the gangs reduced and the sling loads increased. For the immediate award of time and one half the day rate for the night period the employers' association offered alternate proposals.

1. (a) For ships over 500 tons net: a basic gang would be employed of 26 men. The sling load would be 1,500 lbs. Free and unrestricted use of mechanical equipment.

(b) For ships under 500 tons net: a basic gang of 18 men. Sling load would be 1,100 lbs. Free and unrestricted use of mechanical equipment.

OR

2. Rates of pay and conditions of work applying in the port of Halifax, Nova Scotia.

For the progressive receipt by the union of time and one half for night work through a three-year agreement the employers' association offered two alternative proposals.

1. If given free and unrestricted use of mechanical equipment:

Ships over 500 tons net:

	Gang	Sling Load	Daily Rate	Night Rate
1957 .....	32	1,200	1.80	2.00
1958 .....	30	1,300	1.80	2.25
1959 .....	28	1,400	1.80	2.50
1960 .....	26	1,500	1.80	2.70

Ships under 500 tons net and CNR Coastal Boats:

1957 .....	21	800	1.80	2.00
1958 .....	20	900	1.80	2.25
1959 .....	19	1,000	1.80	2.50
1960 .....	18	1,100	1.80	2.70

NOTE: Paper Operations would not be included in above.

2. A three-year agreement embodying the Halifax Agreement in its entirety except for number of men in gangs, sling

loads and wage rate which would be as set out below:

1957 .....	32	1,200	1.80	2.00
1958 .....	28	1,450	1.84+.08*	2.29+.08*
1959 .....	25	1,700	1.88+.16	2.58+.16
1960 .....	21	2,000	1.92+.23	2.88+.23

\*The \$1.84 daily rate and the \$2.29 night rate would be paid direct to the men, the .08 would be paid into a jointly-controlled welfare fund.

The union executive's proposal in return for time and one half the day rate for handling general cargo between the hours of 7 p.m. and 8 a.m. was:

1. In discharging or loading vessels not in excess of 500 tons net, the weight of the sling load shall not exceed 800 lbs. for a basic gang of 21 men. Free and unrestricted use of mechanical equipment shall be permitted.

2. In discharging or loading vessels in excess of 500 tons net, the weight of the sling load shall not exceed 1,200 lbs. for a basic gang of 30 men. Free and unrestricted use of mechanical equipment shall be permitted.

The union representatives supported their claim by contending that time and one half the day rate for night work is tending to become the prevalent pattern



in industry. In support of the practices which the employers regard as restrictive they emphasized the complicated nature of the work of unloading and loading general cargo in St. John's under existing conditions. These complications stem from the variety and kind of cargo, the wharf facilities, particular local methods, the inherent need for restrictions, condition and layout of sheds and the nature of the shedding operations as compared with shedding operations in other ports. These complications weaken the effect of comparisons between St. John's and other ports where waterfront conditions and problems are dissimilar. Recognizing the difficulty of generalizations when dealing with different employers with different premises, the union representatives contended that the premises in the main are inefficient and contribute to the uneconomic handling of cargo; that mechanical equipment would be unusable in sheds other than the Furness Withy sheds. Even limited use in these other sheds would lead to confusion. Among

	Total Gang	Hold	Deck	Skids	Shore Gang	Sling Load
Montreal .....	14	6	3		4	1,500
Halifax .....	20	8*	3		9	2,000
Corner Brook .....	20	6	3		10	1,500-2,200
St. John's—double .....	32	8	4	4	16	1,200
—single .....	21	6	4	2	9	800

\*Reduced to 6 in handling 1,200 lbs. of cargo.

The employers' representatives expressed alarm at the evident decreases in tonnage being handled in the port of St. John's as a result of the diversion of imports to other ports in Newfoundland, especially Port aux Basques. They feel the whole future of St. John's as a distributing centre and as a seaport is at stake. They are also alarmed by the high costs of handling cargo in St. John's in view of the competitive summer freight rates of the Canadian National Railways. These high costs, they contended, are a major factor in the decline of tonnage of imports coming into St. John's. They cited the withdrawal from the trade in 1956 of the *Constantine Service* because of the high and uneconomic operating costs, after building up to full cargoes and using British ships. Another company took one ship from the trade and may be forced to withdraw another. In brief, the main contention of the employers' representatives was that the shipping companies face a financial crisis in their operations in St. John's. They maintain that in the interest of all concerned and of the port, mechanical equipment must be freely available for use as considered feasible, so that employers will have incentives to improve the efficiency of their premises;

the reasons necessitating present size of gangs are conditions of sheds with unavoidable blocking of alley ways, nature of cargo with several types of articles for several consignees often in the sling loads, requiring different places in the shed. The union representatives stressed that they were not opposed to use of mechanical equipment but that the waterfront is not ready for it as planned by the employers.

The employers' association representatives stated their ready willingness to accede to the union request for time and one half the day rate for night work, if suitable changes in limitations on (a) the number of men employed in the discharge of cargo (b) the weight of the sling load and (c) the use of mechanical equipment. They argued that in all their offers except one the changes in limitations requested were less favourable than in the ports of Halifax, Montreal and Corner Brook where the use of mechanical equipment is unrestricted and the size of the gangs and the weight of the sling loads are:

increase in sling loads is essential and reduction in gangs mandatory.

#### *Time and One Half*

The Board accepts the logic of the union argument that time and one half the day rate for night work is increasingly becoming the pattern in industry. It is paid at Halifax for similar work and at Montreal for deepsea longshoring. But increases in wages are so inextricably tied with conditions and practices of work that they can scarcely be separated. The demand under these conditions cannot be considered in isolation or on any theoretical basis but against the traditional background of working practices. Both parties agreed that these practices are basic bargaining weapons.

#### *Use of Mechanical Equipment*

Free and unrestricted use of mechanical equipment is permitted in the three ports referred to the Board for comparative purposes; Halifax, Montreal and Corner Brook. The union representatives affirmed their agreement in principle with the use of mechanical equipment but queried its applicability in sheds other than the Furness Withy under existing conditions. As its applicability or feasibility is primarily the

responsibility of the employers, the Board is of the opinion that free and unrestricted use should be permitted.

#### *Size of Gangs*

The union regards the existing sizes of gangs and weights of sling loads as fundamental conditions of work based on long experience and existing local conditions and are subject at best only to moderate change. Their basic fear underlying any changes in these working conditions appears to be unemployment of its members.

Traditionally a single gang working a steamer hatch must consist of at least 21 men exclusive of the assorter and the foreman. The number of men working at a hatch cannot be increased without "doubling up", that is, using a double gang of 32 men exclusive of assorter and foreman. The Board shares the view of the committee of investigation of 1940 that "the rigidity of existing rules prevents adjustments in the number of men working at a hatch according to the size of the steamer or the particular job in hand, in the manner possible under union rules in other North Atlantic ports, like Halifax. We are satisfied that work could frequently be done efficiently and safely with fewer men even with existing facilities and that rules regarding the size of gangs are more restrictive here than elsewhere." The Board is convinced that the size of the gangs can and should be reduced especially in the case of the double gang where the extra man on deck, not used in other ports, appears unnecessary and other reductions are feasible. The report of the trade dispute board of 1942 which the Union regards as establishing the charter of working conditions along the St. John's waterfront expressed no view on this point. Since no evidence was produced to indicate the dissatisfaction of employers with existing gangs, it simply followed the current practice.

In expressing this general view, the Board is cognizant of the relationship between the conditions of the premises and the size of gangs required to work the hatch, sort out the cargo and perform the other functions required of the longshoremen. Conditions of premises leading to inefficiency of work attribute to the relatively low productivity of longshore labour in St. John's and the relatively higher labour costs of handling cargo, as well as the size of the gangs. In short, the increased costs of handling cargo in St. John's cannot, in the opinion of the Board, be attributed solely to union practices regarding size of gangs. It is questionable whether in actual practice under existing conditions the size

of the gang, where the double gang is now used, can be reduced at certain premises below 28 without further loss of productivity. But the employers should be able to reduce gangs as conditions warrant and improvements are made.

#### *Weight of Sling Load*

The weight of a sling load for a single gang was increased from 500 to 800 lbs. and for a double gang from 1,000 to 1,200 lbs. in 1942 by the trade dispute board and has been unchanged since that date. That board based its decision on what it considered fair under all circumstances, especially the facilities of the port and, apparently, on the predominant practices of the port of Liverpool. The union objections to changes in weight of sling loads are fear of increased unemployment, fear of men being overworked under pressure and the inadequacy of existing premises which would lead to confusion for which the union would be blamed. The Board, cognizant of the fact that substantial changes in sling loads would necessitate improvements in working conditions and organization at most premises, is of the opinion that the weight of the sling loads could be increased without physical hardship to the men and with increased efficiency and more rapid despatch of ships. The consequences to smooth operations are the responsibility of the employers.

#### *Recommendations*

The Board is very conscious of the relationship between tranquil and efficient longshore operation to the future of St. John's as a distributing centre and a seaport, especially in view of the proposed new harbour development. The issues with their implications and social ramifications are of vital importance to the whole community as well as to the parties involved in the dispute. The Board is convinced that in the relatively near future the port of St. John's must approach the working conditions of the port of Halifax, if it is to maintain its economic importance. The confidential information placed before the Board indicates the financial crisis facing the shipping companies and the need for more economic handling of cargo and quicker despatch of ships. The reduction or elimination of certain working practices will reduce costs and enable employers to be free to embark upon the improvements in facilities and working conditions, which are equally, if not more, essential to reduce costs of unloading and loading. On the other hand it is not reasonable in view of historic and present conditions to expect the union to abandon overnight their

cherished and long-established working principles and habits. Changes must in the opinion of the Board, be phased in.

The logic of the arguments presented to the Board as well as the logic of all the circumstances surrounding this dispute have led the Board to recommend the following:

Year	Gang	Sling Load	Daily Rate	Night Rate
1958 .....	28	1,450	1.84+.08* or 1.92	2.76+.08 or 2.84
1959 .....	25	1,700	1.88+.16 or 2.04	2.82+.16 or 2.96
1960 .....	21	2,000	1.92+.23 or 2.15	2.88+.23 or 3.11

\*NOTE 1. Under the Halifax Agreement the \$1.84 daily rate is paid directly to the men and the .08c is paid into a jointly-controlled welfare fund. As there is no welfare fund at present in St. John's, the Board leaves it open to mutual agreement whether the Halifax practice will be followed or the \$1.92 be paid directly to the men. The same applies to the night rate payments.

†NOTE 2. The current Halifax day rate is \$1.92 plus 23 cents paid into the welfare fund.

The Board is aware of the heavy burden imposed upon the employers by the initiation under existing conditions of the Halifax Agreement but it is a burden which, as they have indicated by their proposals, they are prepared to undertake.

Mr. Daly, nominee of the bargaining agent, though agreeing with the body of the report, feels he cannot support the recommendations providing for a three-year agreement. He proposes to submit a minority report.

(Sgd.) M. O. MORGAN,  
Chairman.

(Sgd.) M. G. DALTON,  
Member.

MINORITY REPORT

The immediate cause of the dispute was the failure of the employers and the union to negotiate a renewal of the collective agreement which expired on April 30, 1958,

Year	Gang	Slingload	Day Rate	Night Rate
1958 .....	28 men	1,450 lbs.	\$1.92	\$2.84
1959 .....	25 men	1,700 lbs.	\$2.04	\$2.96
1960 .....	21 men	2,000 lbs.	\$2.15	\$3.11

I would agree with a "phasing in" of reduced gangs if this was to be negotiated between the parties, in the light of all the other circumstances, existing and anticipated. But, in view of changing conditions along the St. John's waterfront and particularly in view of the harbour development project now in the early stages of implementation, I do not think it right that the Board should make recommendations which, if accepted, would bind the

- 1. Free and unrestricted use of mechanical equipment.
- 2. The signing of a three-year agreement embodying the Halifax Agreement in its entirety except for the number of men in gangs, sling loads and wage rates as set out below:

an agreement governing the wages and working conditions of some 900 longshoremen in the port of St. John's.

The basic points at issue are: the union is requesting the payment of time and one-half for early night and late night periods; the Newfoundland Employers' Association Limited is countering with a demand for changes in the gang system, an increase in the slingload, and the free and unrestricted use of mechanical equipment in return for granting the increased wage asked for these night periods.

While agreeing with the body of the report filed in this matter by the majority the Board (the chairman and Capt. Dalton), I find myself unable to accept or agree with their recommendations. In addition to recommending the free and unrestricted use of mechanical equipment (with which I agree), they recommend implementation of the Halifax Agreement, to be "phased in" over a three year period as follows:

employers and the union to a three-year scheme of reorganization at this time. In my opinion, the parties should be free to negotiate yearly while harbour development plans are progressing. As circumstances along the waterfront alter and as new operating patterns become established and defined, both sides will be in a better position to evaluate the effects of these changing conditions and to work out an agreement accordingly. For these reasons,



I do not think it feasible now for the Board to make recommendations of such a nature, with implications extending so far into the future.

As an alternative to the recommendations of my colleagues on the Board, I would submit the following recommendations which I sincerely believe could be used to effect an immediate settlement of the dispute, enabling the parties to conclude a one-year agreement and leaving them free to review the circumstances existing longshore a year hence.

My recommendations are as follows:

1. Free and unrestricted use of mechanical equipment.

2. For ships over 500 tons: a gang of 28 men, a slingload of 1,350 lbs., an hourly rate of pay of \$1.80 for day work and \$2.70 per hour for early and late night work.

3. For ships under 500 tons and all C.N.R. vessels (except *Random* and vessels of her type): a gang of 21 men, a slingload of 950 lbs., an hourly rate of \$1.80 for day work and \$2.70 per hour for early and late night work.

(Sgd.) L. DALEY,  
Member.

## Report of Board in Dispute between

Owen Sound Transportation Company, Limited  
and

Seafarers' International Union of North America

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, The Honourable Walter E. Harris of Markdale, and Hary Simon of Toronto, has met the parties at the City of Toronto on Friday, June 13, 1958.

The parties were represented as follows:

*For the Employer—*

Ivor Wagner, President,  
W. W. Barnard, Vice-President and  
General Manager.

*For the Union—*

McLaughlin, Representative,  
Alfred Bennett,  
Ray Doucet.

The case on behalf of the union was conducted by Mr. McLaughlin and on behalf of the company by Mr. Wagner.

The issues referred to this Board are as follows: reduction of work week to 40 hours, wage increase, contract setting a basic manning scale for ships, a request for eight

statutory holidays and premium pay for time worked on them, unrestricted vacation pay, request for unbroken meal hour, request for meal and room allowance ashore, loss of personal belongings and a contract for compensation therefor. These issues were thoroughly canvassed by the union in their brief, and were met individually by the company's presentation. All have a cost impact upon the company's operations and, therefore, must be termed as monetary.

The union took the position, basically, that this company was so far behind the position of seamen operating on the Great Lakes in their wages and in their general conditions of work that a comparison was not really possible. They took the position that even to compare them against the present situation of the general lake carriers under Canadian registry before the last negotiations was almost impossible due to the great discrepancy, but if there is any improvement to the employees of the regular lake carriers after the current negotiations, which incidentally now has been reported, the situation would only be that much worse. The union took the position that it was not open to the company at this stage to say that they could not meet prevailing conditions, because there was no responsibility upon the employees to subsidize the operation of this company by accepting low wages and unreasonable working conditions.

The company, of course, took the position that their operation was not at all comparable to the general lake carriers, that the employees of these ships were in no wise competing with the lake carriers and that

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Owen Sound Transportation Company Limited, Owen Sound, Ont.

The Board was under the chairmanship of Judge W. S. Lane, Picton, Ont., who was appointed by the Minister on the joint recommendation of the other two members, the Hon. Walter E. Harris, Q.C, Markdale, Ont., and Harold Simon, Toronto, nominees of the Company and Union respectively.

The text of the report is reproduced here.

any wage increase or cost which would add to the labour cost would undoubtedly force this company to cease its operations. They felt, therefore, that they were in no position now to make any real concession on any of the issues before the Board because of this serious situation. In effect, they state, this company is not able to pay the increases asked or, for that matter, any substantial increases at this time and remain operative.

In the light of this situation, therefore, it becomes necessary for our Board to consider the economic situation as it applies to this company and to its employees. The company filed with the Board its financial statement, and the statement is a matter of substantial interest to us at this time. There is no doubt, in the first place, that this company is not insolvent, but it is also true that there is a substantial bond indebtedness running in excess of half a million dollars which must be met. It is significant that this bond indebtedness is a result of steamship purchases or new building of ships which took place in 1946 and 1950. These ships cost somewhat over a million dollars to construct. In addition, there is an older ship which is carried at a value of some \$78,000.00. Consequently, without going into particulars of the assets of the company, we are dealing here with an operation involving substantially over a million dollars which, according to the financial statement of the company, produces only a net profit of fifteen thousand odd dollars. The breakdown of this statement, which showed the operational position of the three ships as it applied to the various runs, seemed important to us. The ferry ship, which is on the Manitoulin run continuously, showed a profit in its operation according to the operating statement of \$139,563.61, whereas the other two ships which are basically on the Sault Ste. Marie and North Channel run showed operating deficits of \$15,723.82 and \$42,768.73. Added to this, the shed operation which must, of course, be carried in the general operation showed a loss of \$2,847.08, leaving a net position on operations of somewhat better than \$95,000.00. It is important in this connection to remember that this net position includes the subsidy which is paid to have this North Channel run carried on of \$100,000.00, and it is also significant as we have stated that this is only an operating statement and does not carry in its account the general statement of the company which reduces this operating surplus to a net surplus, when all charges necessarily made are considered, of \$15,141.19. Of course, here again we must remember the depreciation claim of \$80,495.51,

which appears to be rather large but which is in that amount by reason of the retirement of the bond issue. In addition, this statement does not reflect the possible impact of the new bridge at Mackinaw which could be very serious. We understand, although this was not a matter of evidence but merely conjecture on the hearing, that business this year is not as good as formerly. It will, therefore, be seen that this company with a substantial fixed liability would have very considerable difficulty in meeting a generally increased wage bill, but by the same token the employees are not responsible to see that the capital replacements of the company are paid at their expense out of operations. If we write off this whole depreciation, it would not be proper, but even if we do not we end up with a profit statement which would be substantially under \$100,000.00 and that certainly is not a particularly healthy position for any company's operation with the investment that is present here. We, therefore, have in assessing the situation to bear in mind this company's difficulties in maintaining this operation, and at the same time we must remember the effect upon its employees if it should be found that the cost involved in the payment of its help should force the operation to come to a stop. I think it is necessary for us to consider, too, the report of another board of conciliation which was dealing with the Lake Carriers' Association to which we have referred above. It's true that a settlement has not been reached on the basis of this report, and to that extent it is not setting out a situation which defines the working conditions, and it may be that as a result of the negotiations had on the basis of this report that something different will evolve than is set out in it. At the same time, we must remember that it is not likely that anything less than this report will be agreed upon.

We think that it is important insofar as the 40 hour week is concerned in particular. The week worked here is on the basis of a 56 hour week as is the case in the other lake carriers. The financial situation of this company and the general lake carriers was completely different. The lake carriers find themselves in prospective difficulty but not immediate difficulty as is the case with this company. After considering this issue, we do not see how it is possible for this company to reduce its scheduled hours. The comparables of the lake carriers' Association have not reduced their hours by agreement as yet and there is no recommendation so far as we know that it be

so reduced, although there has been a recommendation for special monetary provisions to somewhat alleviate the long hours worked. We, therefore, do not feel, in spite of the fact that we recognize that seamen do work extra long hours as compared to industry and that seamen on the Great Lakes work longer than do seamen in some other parts of the world, that we can at this stage make a recommendation reducing the hours as requested. We do not feel that we can add to the costs of operation of this company any sum which would contemplate payment for hours worked over forty, even though that payment be postponed to the end of the navigation season. It still remains a matter of cost which this company can ill afford to pay. This is a majority recommendation of the Chairman and Mr. Harris. Mr. Simon would dissent. He feels that, as set out in the union's brief, seamen in some other British Commonwealth countries are on a five day week as they are in the United States and that it is a must that the work week be reduced to a forty hour, five day week based upon the New Zealand formula. This New Zealand formula contemplates that at the end of the navigation season each employee would be paid in a lump sum the accumulated amount which would be owing to him for hours worked over and above the forty hour week during the term of his employment.

This Board proposes to deal next with the manning scale. The majority of the Board, after hearing the representations of both parties, do not feel that the manning scale case was made out here by the union. This, in our opinion, is a demand which, while it may be justified in the general lake carrier trade, is a demand which does not particularly affect this company. There was no evidence brought before us that these ships were undermanned and we feel that there is no reason for us here to add to the operative costs of setting up a special manning scale for this operation. Mr. Simon dissents and would feel that there should be a manning scale set as requested in the union demands.

The next issue with which we propose to deal is that of personal belongings. The demand was for an artificial amount which it was felt was more than any of the unlicensed personnel would have on board ship at the time of any possible disaster, and while the company was not averse to guaranteeing to the employee his loss, they did not feel that they could make a blanket guarantee which under certain circumstances would be only a premium payment. The Board unanimously have felt that we

should recommend that employees should be required to register their belongings when going on board ship and that the company should guarantee the employee against loss of those articles in case of marine disaster.

The next issue is that of room and meal allowance. The Board here, after hearing the position of the parties, have felt that the meal allowance here was inadequate. The old allowance was 75¢ per meal and \$3.00 per room. We feel that this should be increased to \$1.00 per meal and \$4.00 per room. This should not be a serious item from this company's standpoint because of the particular operation, but we feel that they should be made on this basis in spite of the extra cost involved.

The next issue is vacation pay. The union here asks for unrestricted vacation pay, and the union has asked that any employee who is discharged for cause during the navigation season shall be paid. They have asked for the deletion, in fact, of Section (c) of Clause 8 on Vacation Pay, and the basic reason is that they take the position that anyone who is discharged during the season should be entitled to his vacation pay which he has earned during the part of the year that he has been in the employ of the company. The request here has substantial merit because vacation pay is not something that is given to an employee, it is something which he earns. The Board, therefore, feel that we must recommend to the company that in this instance they should write in a clause which would allow an employee discharged during the season pay for the portion of his vacation pay which he has earned during the term or part of the year that he has worked for the company. To cut him off on the basis of discharge on any ground leads to capricious exercise of authority and even though the situation may justify a particular discharge it does seem unfair that a man loses something by it that he may already have earned. This recommendation, therefore, is unanimous.

The Board after considering the issue of statutory holidays do not feel that we can make a recommendation on this which could be worked out. If we made any recommendation dealing with this matter, it becomes a straight question of pay, and while we recognize that statutory holidays are in principle a guarantee given the employee against an enforced layoff, that cannot take place here because under no circumstances can these ships stop in their scheduled runs to observe the holiday and, therefore, the employee is not laid off. He, therefore, has his opportunity to earn and in fact does earn his regular wage. We



would feel differently about this were it possible for the company to take alternative days off and give the men time, then if they had to work them they should be forced to give extra pay, but that is not a possible solution and if we made a recommendation as requested it would become one of penalty or one of automatic wage increase, which is not too obvious to the employees. The majority of the Board, therefore, feel that we cannot at this stage make a recommendation on this issue. Mr. Simon dissents. He feels that, as in industry, the employees should be paid for their time for those holidays which the men are required to work.

That brings us to the issue of wages. This, as in the case of all conciliations, is the major issue involved here. We must recognize the financial difficulties of the company in making our conclusions here. We must also recognize the justice of the men's position when they find themselves so far short of the other lake carriers in their pay. We must remember that this company has no right to expect the men to subsidize its operation. At the same time, we must remember that to give too large an increase will almost certainly cut off the prospect of employment with this company. It may be that some people will say that if the company can't pay normal wages it should not operate. In many instances, that argument is valid. On the other hand, with a deflated economy such as appears to be the situation now, it would not be a service to the employees themselves for us to make recommendations which would result in the curtailment or stoppage of employment. The men here who seek employment with this company by and large are local people of the district from which these ships operate. The employment to them is valuable because of this situation. The labour pool is not prejudiced, therefore, by wages which to the national standard might appear to be low. To cut off this employment would

have serious repercussions upon the local situation and is not by any means desirable in spite of the fact that all of us must recognize that the wages here are not too satisfactory. In arriving at a conclusion or a recommendation, therefore, we must bring up a recommendation which will allow the company to operate and provide the employment which is desirable and yet contemplate such a wage as will meet the necessities of the persons employed. To this end, therefore, we are prepared to recommend that there be an increase of eleven dollars (\$11.00) per month to the unlicensed personnel. While we recognize that this increase is not too satisfactory, we feel that it is the best that the company can hope to do in the light of its present financial difficulties. In our opinion, if this company be required to do more, it will result in the not too distant future in the folding up of the operation and thereby a withdrawal of the employment from those persons in the Owen Sound district who seek employment with this company. This would be unfortunate both from the standpoint of the operators and from the standpoint of the employees.

#### Dissents

Mr. Simon dissents from this point of view. He does not share the apprehension of the Chairman and Mr. Harris. He feels that this company will be able to operate in spite of the increased costs involved in his recommendation and he, therefore, would in place of the wage recommendation set by the majority of the Board recommend that there be an increase of twenty-four dollars (\$24.00) per month to the unlicensed personnel.

(Sgd.) WILFRID S. LANE,  
*Chairman.*

(Sgd.) HARRY SIMON,  
*Member.*

(Sgd.) W. E. HARRIS,  
*Member.*

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## Agree to Let Health-Welfare Benefits Run 6 Months after Layoff

Health and welfare benefits of wholesale and warehouse workers in New York City will be safeguarded, in the event they lose their jobs, for a period of six months after they become unemployed, under a new labour-management plan. Under the old plan's rules, workers lost their protection after 60 days.

Workers affected by the plan are members of District 65, Retail, Wholesale and Department Store Union.

The joint board of trustees set up to control the employer-financed plan has appropriated \$50,000 from the total reserves of the regular fund of more than \$10,000,000 to guarantee that idle workers and their families would retain their rights to medical care, hospitalization, death and burial benefits for as long as six months after a worker becomes idle.

# Report of Board in Dispute between

Shipping Federation of British Columbia  
and

International Longshoremen's and Warehousemen's Union

The Board of Conciliation established to deal with the matters in dispute between the above-cited parties was composed of F. E. Harrison, Chairman, George Home, nominee of the union, and George Robson, nominated by the Federation.

The dispute relates to wages and working conditions affecting longshoremen employed at the ports of Vancouver, New Westminster, Victoria, Chemainus and Port Alberni in the Province of British Columbia. It arose over the failure of the parties concerned to reach a mutually satisfactory agreement for renewals of the contracts, five in number (Exhibit 2), which expired on April 30, 1958. Altogether there are approximately sixteen hundred (1600) regular employees and four hundred (400) casuals at the ports mentioned.

Efforts were made to reconcile the differences between the parties through the good offices of the Federal Department of Labour officials. Several of the items under dispute were tentatively accepted by the representatives of the Federation and the Union but for others of the salient requests for changes in the expired agreements no mutually satisfactory solution could be found.

At the first sittings of the Board the interested parties were represented as follows:—

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, and 508) and Shipping Federation of British Columbia, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, nominees of the Federation and Union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Robson. The minority report was submitted by Mr. Home.

The majority and minority reports are reproduced here.

## International Longshoremen's and Warehousemen's Union

(Locals 501, 502, 503, 504 and 508):—

W. Henderson, Vancouver, B.C. Chairman; L. Lobinsky, New Westminster, B.C., L. Mackie, Port Alberni, B.C., R. Rae, Chemainus, B.C., R. Smith, Vancouver B.C., C. Richards, Victoria, B.C., V. Woodford, Vancouver, B.C., committee members; E. Bjarnason, Vancouver, B.C., statistician.

*Shipping Federation of British Columbia:*— Captain George E. McKee, Chairman; E. P. Barr, Union Steamship Company of New Zealand Ltd.; E. T. Clendenning, Empire Shipping Co. Ltd.; J. F. Laidlaw, Empire Stevedoring Co. Ltd.; R. M. Mather, Seaboard Shipping Co., Ltd.; J. S. McAndrew, Terminal Dock & Warehouse Co. Ltd.; G. L. Smith, Anglo-Canadian Shipping Co. Ltd.; N. P. Smith, Canadian Blue Star Line Ltd.; R. McRae, Canadian Stevedoring Co. Ltd.; H. Harrison, Furness-Withy & Co. Ltd.

The union representatives submitted a brief (Exhibit 1) which sets forth their demands for changes in the provisions of the expired contracts, numbering fifteen items, while the Shipping Federation in its brief (Exhibit 4) requested approximately twenty-five modifications, many of them of a minor nature.

Following those presentations, the Board suggested that the parties should resume joint conferences in an endeavour to reach a mutually satisfactory agreement of the matters at issue. This proposal was readily accepted by them and, as a result, several items were tentatively agreed upon but only if others left unsettled were finally resolved. Upon some of the important matters, such as wages, pensions and hours of work, no satisfactory basis of settlement could be found.

The Board then proceeded to hold further sittings at which both parties were represented. Additional submissions, both written and oral, were received. Factual briefs and exhibits were presented and each party was afforded full opportunity to answer and comment upon representations put forward by the other.

The recommendations of the Board with respect to the matters at issue are as follows:—

## 1. Common Agreement

That the parties adopt the suggestion that there be one agreement in place of the present five separate contracts; that in order to bring this about the general clauses and working conditions of the present agreements be made uniform insofar as all five Locals are concerned; that provision be made in the one agreement for scheduling, under the heading of each respective Local, any mutually acceptable differences in local practices.

## 2. Vacations With Pay

It is recommended that the present vacation plan for the Deepsea Longshoremen be replaced by the following:—

- (a) for service of less than 2 years, vacation and vacation pay to be set forth in the recently passed but not yet proclaimed Federal Annual Vacations Act, viz. 2%. Provided, however, that no employee of less than two years' service shall receive less than he would have been entitled to under the "Vacations with Pay" provisions of the expired contracts.
- (b) for service of 2 years or more but less than 10 years, vacations and vacation pay to be as set forth in the Act referred to in (a) above, viz. 4%.
- (c) for service of 10 years or more but less than 15 years, vacation pay to be at 5% of annual earnings.
- (d) for service of 15 years or more vacation pay to be at 6% of annual earnings.

## 3. Paid Holidays

So far as the Board is able to ascertain nowhere in the stevedoring industry are employees receiving pay for statutory holidays when no work is performed. Under the circumstances, the Board does not consider that this request of the union should be granted.

We recommend, however, that the clause "Holidays" of Section 6, Schedule "A", as contained in the present Vancouver contract, should be retained in the proposed new agreement.

## 4. Pensions

That the representatives of the employers and the union enter into negotiations without delay on the question of pensions. Failing satisfactory progress being made by March 1, 1959, application may be made by either of the parties concerned to deal with the matter under Section 22, Subsection 2 of the Industrial Relations and Disputes Investigation Act. Any agreement reached by the parties on the matter of pensions or

recommendations made by a Conciliation Board shall not be incorporated as part of the collective agreement between the parties.

## 5. Wages

It is recommended that an increase of ten (10) cents per hour be applied to the various classes of labour mentioned in the expired contracts from the date of this report.

## 6. Other Matters

It is the opinion of the Board that the other matters raised by the respective parties, most of which are highly technical and complementary one with the other, should be adjusted on a mutually satisfactory basis by way of joint conferences between the parties. This procedure has resulted in mutually satisfactory solutions of similar problems in the past and we therefore recommend that it be followed in the present instance.

## 7. Duration

That an agreement be entered into between the Shipping Federation of British Columbia and the International Longshoremen's and Warehousemen's Union (locals 501, 502, 503, 504 and 508) for a period of one year from May 1, 1958, and to expire on April 30, 1959.

The Board is pleased to report that harmonious relations have existed between the parties to this proceeding over a long period of years and that the hearings were conducted in an atmosphere of friendly co-operation, indicating a desire to reach agreement and to understand the problems affecting both parties.

All of which is respectfully submitted.

(Sgd.) F. E. HARRISON,  
*Chairman.*

(Sgd.) C. G. ROBSON,  
*Member.*

## Minority Report

I recommend the following:

**Wages:** The Union's request was for a 24% increase, equal to 61½¢ per hour. I would recommend an increase of .18¢ per hour, approximately 6.5%, retroactive to 1st May, 1958.

**Hours of Work:** I recommend that Schedule "A", Section 12, sub-sections (a) and (c) be amended by deleting the words "nine hours" and substituting "eight hours". This would make provision for the eight-hour work day.

**Minimum Work Pay:** I recommend that Section 10, Schedule "A" be amended by substituting four hours (4) for the two (2) hours. If the ship does not arrive and the gangs are transferred to another ship the minimum will be two hours. This would make provision for a minimum pay for four hours working time.



*Pensions:* A joint committee has been discussing a contributory pension plan for a period of two years without arriving at mutually acceptable proposals. I would recommend that from the pay period commencing September 1, 1958, a deduction of 4% of total wages be taken from each employee and from subsequent pay periods, as the employees' share of a contributory pension plan—as a start on a plan which contains the following principles:

1. The employers to make contributions at least equal to employees' to such a plan.
2. The plan to be jointly administered.
3. Full information to be available to both groups of contributors.

*Vacations With Pay:* I recommend that vacations with pay be calculated on the following basis:

1. For employees with less than 2 years' service, a vacation pay and period equal to 3% of total earnings.
2. For employees with 2 years' service but less than 10 years: 4% of total earnings.
3. For employees with 10 years' or more service, 6% of total earnings.

*Paid Statutory Holidays:* Clause "Holidays" in Section 6 of Schedule "A" as contained in the present Vancouver contract should be retained in the proposed new agreement.

*Common Agreement:* That the parties adopt the suggestion that there be one Agreement in place of the present five separate contracts, and that in order to bring this about the general clauses and working conditions of the present contracts be made uniform insofar as all five Locals are concerned; that provision be made in the one Agreement for scheduling, under the heading of each respective Local, any mutually acceptable differences in local practices.

Where mutual changes cannot be obtained then the present working conditions for these separate Locals will be maintained. *Other Matters:* That other matters raised by the respective parties, most of which which are highly technical and complementary one with the other, should be adjusted on a mutually satisfactory basis by way of joint conferences between the parties. This procedure has resulted in mutually satisfactory solutions of similar problems in the past and we therefore recommend that it be followed in the present instance.

(Sgd.) GEORGE HOME,  
Member.

## Report of Board in Dispute between

The Packers Steamship Company Limited  
and

National Association of Marine Engineers of Canada, Inc.

The Board of Conciliation appointed to deal with the above-cited dispute consisted of T. R. Watt, nominee of the employer, E. Hopkins, nominated by the union, and F. E. Harrison, Chairman. Sitzings of the Board were held at Vancouver, B.C., commencing on June 6, 1958.

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the National Association of Marine Engineers of Canada Inc. and The Packers Steamship Company Limited, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, T. R. Watt and Elwyn Hopkins, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

*National Association of Marine Engineers*

Denis McKeown, Agent

R. G. Greaves, President

E. Bjarnason, Statistician

*Packers Steamship Company Limited*

Lorne Hume, Manager of Industrial Relations

Robert McLennan, Assistant Manager of Industrial Relations

Montague Aldous, Manager, Packers Steamship Company Limited

J. A. Horne

The dispute arose over the failure of the company and the union to reach a mutually satisfactory agreement regarding wages and working conditions of a renewal of the previous contract which expired on August 31, 1957. At the first meeting of the Board, with the interested parties, the union presented a brief (Exhibit 1) which contained

its demand for changes in the following clauses:

1. Wages
2. Hours of Work
3. Overtime Rates
4. Union Recognition
5. Check-off
6. Union Hiring

After receiving the various submissions, the Board suggested that representatives of the union and the company should hold further conferences in an effort to reconcile their differences. As a result of those conversations, tentative agreement was reached on all items with the exception of wages, hours of work and overtime rates.

The Board has carefully considered all submissions and representations made on behalf of both parties. Full opportunities were afforded to representatives of the union and the company to present their views and to answer submission in opposition. The presentations were offered to the Board in the form of written briefs, as well as oral discussions, supported by a number of exhibits.

Having regard to the evidence submitted to the Board, it recommends as follows:

1. *Hours of Work (Leave)*

That leave should be granted upon the following basis:

- (a) When two six (6) hour watches are worked per day, leave shall be accumulated at the rate of 1.0 days for each day worked.
- (b) When two four (4) hour watches are worked per day of eight (8) hours in one day, leave shall be accumulated at the rate of 0.4 days for each day worked.

2. *Overtime*

That in payment for mechanical overtime an allowance of ten (10) dollars per month or one hundred and twenty (120) dollars

per annum be paid to all classes of marine engineers employed by the company.

3. *Wages*

That the wage rates now being paid to the various classifications of marine engineers employed on vessels operated by The Packers Steamship Company Limited should be increased forty dollars (\$40.00) per month from July 1, 1958.

That on July 1, 1959, to the scheduled monthly wage rates shall be added any wage increase granted in the towboat industry to marine engineers on vessels of similar power class, in the first year of the then existing towboat contract.

In the event that the towboat industry contract is concluded between the parties concerned for a period of two years, then on July 1, 1960 there shall be added to the monthly rate for marine engineers any wage increase implemented in the second year of the contract consummated between the National Association of Marine Engineers of Canada and the B.C. Towboat Owners' Association. The new agreement between the union and The Packers Steamship Company Limited should then continue in effect without other change in the wage structure for an additional twelve months, namely to June 30, 1961.

4. *Term of Agreement*

That the renewal agreement should be made for a period of two years dating from July 1, 1958 to July 1, 1960 subject to any agreement signed by the National Association of Marine Engineers of Canada, Inc. with the B.C. Towboat Owners' Association, as contemplated in the recommendation on the question of wages.

(Sgd.) T. R. WATT,  
Member.

(Sgd.) ELWYN HOPKINS,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

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A United States steel company violated its collective agreement with the United Steelworkers when it gave its scrap reclamation work to an outside firm, an impartial arbiter has ruled.

In 1957, after doing scrap reclamation with its own men and equipment for six years, Bethlehem Steel Company gave the work to a scrap reclamation firm. The union lodged a grievance, contending that the Company's action arbitrarily reduced the scope of the bargaining unit. When the Company agreed that the plant's yard department constituted a seniority unit, the union argued, it assumed an obligation not to transfer work out of that unit.

The arbiter recognized two types of issues involved in the case, the charge that the Company had violated obligations implied in the contract and the charge that it had violated express obligations. He agreed with the union that the Company violated an express obligation in the "local working condition" clause in the contract.

# Report of Board in Dispute between

Certain of the Canadian Railways

and

17 Unions of Non-Operating Employees

In the matter of the Industrial Relations and Disputes Investigation Act and of a dispute

Between:

Canadian National Railways,  
Canadian Pacific Railway Company,  
Toronto, Hamilton and Buffalo Railway Company,  
Ontario Northland Railway,  
Algoma Central and Hudson Bay Railway,  
Midland Railway of Manitoba, railway Express Agency, Inc., hereinafter referred to as "THE RAILWAYS"

And:

The bargaining agents of the non-operating employees of the said employers, viz.,  
Brotherhood of Maintenance of Way Employees,  
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees,  
Division No. 4, Railway Employees' Department, AF of L,

During July, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting the 17 international and national railway labour organizations, representing approximately 128,000 non-operating employees, and the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma, Central and Hudson Bay Railway, Midland Railway of Manitoba, and Railway Express Agency Inc.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies and David Lewis, Toronto, the nominee of the joint negotiating committee for the unions.

The Report of the chairman and Mr. Lewis, constitutes the report of the Board. The minority report was submitted by Mr. Vineberg and additional observations appended to the majority report were submitted by Mr. Lewis.

The texts of the majority recommendations with appended additional observations are reproduced here below. The minority report will appear in the October issue.

Canadian National Railway System Federation No. 11,

International Association of Machinists, International Brotherhood of Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Brotherhood of Railway Carmen of America,

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers,

International Brotherhood of Electrical Workers,

Commercial Telegraphers' Union, Brotherhood of Railroad Signalmen of America,

Order of Railroad Telegraphers,

Canadian Brotherhood of Railway Employees and Other Transport Workers,

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants, hereinafter referred to as "THE UNIONS".

Before:

The Hon. Mr. Justice H. F. Thomson, chairman; Philip F. Vineberg, nominee of the employers; David Lewis, nominee of the employees, Members of the Board.

Appearances:

F. H. Hall, chairman of the unions' negotiating committee; G. R. Pawson, secretary of the unions' negotiating committee; Dr. J. C. Weldon, economist and consultant for the unions; Dr. D. Neilsen, assistant to Dr. Weldon,

and

John A. Nolan, QC, of counsel for the Canadian Pacific Railway Company; J. Brendan O'Connor, of counsel for the Canadian National Railways.

Union Representatives:

F. H. Hall, vice president, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; G. R. Pawson, international representative, Commercial Telegraphers' Union; F. P. Donovan, vice president, Brotherhood of Maintenance of Way Employees; S. H. Eighteen, secretary, Joint Protective Board, Canadian Brotherhood of Railway Employees and Other Transport Workers;



G. P. Schollie, general vice president, International Association of Machinists; T. W. Read, president-secretary-treasurer, Railway Employees Department, Division No. 4, AF of L-CIO; Roger Melancon, general vice president, Brotherhood of Railway Carmen of America; J. A. Cussack, vice president, The Order of Railroad Telegraphers; Sam Finlay, vice president, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers of America; Joseph Connolly, general organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; George P. Patterson, international representative, International Brotherhood of Electrical Workers; John H. Clark, international representative, Sheet-metal Workers' International Association; J. W. Lebeau, vice president, International Brotherhood of Firemen and Oilers, Helpers, Roundhouse and Railway Shop Labourers; H. A. Stockdale, grand lodge representative, Brotherhood of Railroad Signalmen of America; A. R. Blanchette, field organizer, Dominion of Canada, Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants; R. Y. Menary, international vice president, International Moulders and Foundry Workers' Union of North America; J. C. Weldon, economist for the unions; D. Neilsen, assistant to Mr. Weldon.

#### *Railroad Representatives:*

W. T. Wilson, vice president personnel, Canadian National Railways; T. A. Johnstone, manager labour relations, Canadian National Railways; E. K. House, assistant to vice president operation, Canadian National Railways; D. I. McNeill, vice president personnel, Canadian Pacific Railway Company; S. M. Gossage, asst. vice president personnel, Canadian Pacific Railway Company; E. Campbell, assistant manager labour relations, Canadian Pacific Railway Company; A. Jardine, general manager, Ontario Northland Railway; A. E. Cook, assistant to general manager, Toronto, Hamilton and Buffalo Railway; P. Leishman, supervisor of personnel, Algoma Central Railway; John Meisten, vice president personnel, Railway Express Agency.

The members of the Board established under the Industrial Relations and Disputes Investigation Act, in respect of the above mentioned dispute, consisting of The Hon. Mr. Justice H. F. Thomson of Regina, chairman; Philip F. Vineberg of Montreal, the nominee of the railways; and David Lewis of Toronto, the nominee of the unions, had their first conference

in the Windsor Hotel in the city of Montreal on February 28, 1958. Later on the same day they met with the representatives of the parties to determine the dates and times of hearings and the nature of such hearings and to settle the procedure to be followed during the hearings.

#### **Hearings and Conferences**

Public hearings were held in the Windsor Hotel. They commenced on Monday, March 3, 1958, and, save for a number of adjournments to suit the convenience of the parties or members of the Board, continued until June 6, 1958. Each of the parties was given the fullest opportunity to submit evidence and argument and took full advantage of the opportunity so presented. The case for each of the parties was ably presented and well argued. Although the issues were of the greatest importance and strenuously contested, the proceedings were throughout marked by a spirit of goodwill, courtesy and mutual respect, which was altogether refreshing and commendable.

On two occasions during the hearings, the Board endeavoured to bring the parties together in an atmosphere which would be conducive to collective bargaining. Small bargaining committees were appointed by the parties, and these committees met with members of the Board in camera. On the first occasion some progress was made and a certain measure of agreement was reached in regard to the question of health and welfare. On the second occasion, the Board endeavoured to get the representatives of the parties to indicate how far they would go to obtain a settlement on the question of wage increases. Both parties, however, were reluctant to concede anything and the Board's efforts at conciliation in respect of that matter were of no avail. At the conclusion of the hearings, a third attempt was made at conciliation. The members of the Board again met with the bargaining committees of the parties in a series of conferences. To facilitate a free and frank discussion of the matters at issue between the parties, it was arranged that the chairman and Mr. Lewis would first confer with the representatives of the unions and that the chairman and Mr. Vineberg would then confer with the representatives of the railways and this was repeated a number of times. While it was obvious that the parties were anxious to arrive at a basis for settlement, it soon became apparent that they were too far apart to make a settlement by agreement possible, and the Board was finally forced to abandon its attempts at conciliation.

## Parties

The five railways involved in this dispute operate approximately 95 per cent of the total railway mileage in Canada. The Canadian National and Canadian Pacific, however, are much larger than the others. Between them they serve all of the ten provinces of Canada, operate 89 per cent of the railway mileage, and do 88 per cent of the freight and passenger business done by railways in Canada. Their rail network consists of approximately 39,000 miles of main and branch line track, and both railways have integrated with their railway operations a nation wide communications and express system. For the sake of convenience, therefore, the case for both parties is based upon the figures for the Canadian National and Canadian Pacific.

To man their railway, communications, and express system, the said railways between them have 192,305 employees. The classifications, the number and the percentage of the employees in the respective classifications are as follows:

### Number of Employees

Canadian National Railways and Canadian Pacific Railway Company<sup>1</sup>  
(Lines in Canada)

Classification	Number	Percentage
<i>Organized non-operating employees:</i>		
Shop Crafts .....	41,702	
Maintenance of Way ..	32,695	
Clerks, Freight Handlers, and Labourers	25,018	
Express and Cartage ..	11,414	
Telegraphers .....	8,515	
Commercial Telegraphers .....	7,138	
Sleeping and Dining Car Road Service (CN) .....	1,791	
Sleeping Car Porters (CP) .....	829	
Signal Employees ....	1,012	
<b>TOTAL .....</b>	<b>130,114</b>	<b>— 68</b>
<b>Unorganized .....</b>	<b>18,891</b>	<b>— 10</b>
<b>Total Non-Operating ..</b>	<b>149,005</b>	<b>— 78</b>
Running Trades .....	33,161	— 17
All Other Employees ..	10,139	— 5
<b>GRAND TOTAL ..</b>	<b>192,305</b>	<b>— 100</b>

<sup>1</sup> including Joint Companies.

### Source

Canadian National—Report of employees, service, and compensation, 12 month period, September 1, 1956 to August 31, 1957.

Canadian Pacific—Report of employees and their compensation, 12 month period, September 1, 1956 to August 31, 1957.

## Union Demands

Pursuant to the provisions of their respective agreements with the railways, the unions on November 12, 1957, gave notice of their desire to have the said agreements revised and supplemented to give effect to certain proposals made by them. The railways in turn, on November 27, 1957, proposed that the vacation rule in the said agreement should be amended. Representatives of the parties met for the consideration of these matters but were unable to reach an agreement in respect of any of them and the matters in dispute between the parties have now been referred to the Board.

The following are the proposals made by the unions as set out in their said notice, viz:

- (1) Effective with commencement of the calendar year 1958, all rates of pay shall be increased by 11 per cent, plus 17 cents (seventeen cents) per hour;
- (2) Effective January 1, 1959, the railways and Railway Express Agency Inc. shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month for one year for the purpose of improving health and welfare plans in effect as may be mutually agreed;
- (3) Vacations with pay shall be on the following basis:
  - After one year's service, 10 working days;
  - After 10 years' service, 15 working days;
  - After 15 years' service, 20 working days;
 (Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.)
- (4) The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day;
- (5) The principle of severance pay shall be recognized and established. The railways and Railway Express Agency Inc., shall set aside four cents (4c.) per hour per employee for severance pay, to be allocated among employees whose services are being terminated, on a basis of amounts and years of service to be mutually agreed upon;

- (6) Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than railway employees;
- (7) (a) Excepting as to (2) hereof, the collective agreements between the railways, Railway Express Agency Inc., and the organizations signatory hereto shall be amended to conform with these proposals effective January 1, 1958, and shall continue in effect until December 31, 1958, and thereafter subject to sixty (60) days' notice in writing from either party to the agreement to revise, amend or terminate it. Such notice may be served at any time subsequent to November 2, 1958;
- (b) The foregoing does not prevent adjustments under normal processes in working rules, rates of pay of individual positions, correction of inequities as between rates for different individual positions, or negotiation of rates for new positions, or positions where the duties or responsibilities have been or are changed;
- (8) Employees shall be paid every second Thursday, or the last regular work day preceding such Thursday.

The following is a copy of the proposal made by the railways for the amendment of the vacation rule above mentioned, viz:

Employees qualified for one week's vacation shall be compensated therefor at 2 per cent of gross earnings in the preceding calendar year. An employee qualified for two weeks' vacation shall be compensated therefor at 4 per cent of his gross earnings in the preceding calendar year. An employee qualified for three weeks' vacation shall be compensated therefor at 6 per cent of his gross earnings in the preceding calendar year.

When these demands were made, the Canadian National and Canadian Pacific made a computation of what it would cost to grant them. The computation showed that for the non-operating employees alone the annual cost would be \$145,765,000. The railways, however, naturally assumed that wage increases and benefits granted to their non-operating employees would have to be extended to all other employees on much the same basis. On that assumption they estimated that the annual cost would be \$192,491,000.

During the course of the hearings, however, the unions' demands as to "health and welfare" and "vacations with pay" were modified to some extent and, in view of that modification, the railways prepared a revised computation. That placed the annual cost of granting the demands, as modified, insofar as the non-operating employees alone were concerned, at \$113,521,000 and the annual cost for all the employees at \$168,751,000. It also showed that the annual cost of an increase of one cent (1c.) per hour in the wage rates of the non-operating employees would be \$2,803,500 and that the annual cost of an increase of 1 per cent in the wage rates of those employees would be \$4,514,500. If like wage increases and benefits were granted to all other employees the annual cost of an increase of one cent (1c.) per hour would then be \$4,138,500 and the annual cost of an increase of 1 per cent would be \$6,895,500. No attempt has been made to estimate the total cost to all of the railways.

#### Wage Rate Demands

It will be convenient to consider the several demands made by the unions in the order in which they are listed in their notice of November 12, 1957. The first and by far the most important is the demand for wage increases, viz:

- (1) "Effective with commencement of the calendar year 1958, all rates of pay shall be increased by 11 per cent, plus 17c. (seventeen cents) per hour."

The position taken by the unions is very simple and easily understood. They contend that in determining wage rates it is absolutely necessary to have some standard of comparison to go by. They claim that ever since 1950 boards of conciliation and arbitration tribunals have accepted the wage rates paid to employees in the durable goods industries as the proper standard to be used in determining what are just and reasonable wage rates for the non-operating employees of Canadian railways. Specifically they assert that the durable goods standard has become the established standard of comparison and that they are now entitled to absolute parity with the employees in the durable goods industries.

Their demands in this connection are summarized in their written submission which was filed as Exhibit U-1 in the following terms, viz:

"To put matters briefly, the foundation of the employees' claims is the necessity for full and unqualified parity with the established and accepted standard for the



*determination of their working conditions, that is to say, unmodified parity with the 'durable goods' standard, a chosen standard of the railways themselves and the standard that has now been tested and approved in these hearings by a long succession of Arbitration Tribunals and Boards of Conciliation. The employees are certain, as neutrals also have been, that neither the government nor the people of Canada wish them to accept substandard working conditions to subsidize the railways or the effects of public policy upon the railways."*

The railways do not admit that the durable goods standard has become the "established" standard of comparison and deny that it is the best or most appropriate standard of comparison. Furthermore, they say that if an accurate comparison is made on the basis of the skills possessed and work done by their employees, it will be found that their employees are now receiving wages which are somewhat higher than the wages paid to their counterparts in outside industry. They also allege that their financial position is such that they are unable to pay higher wages and take the position that existing economic conditions are such that this is no time for making any change. They, therefore, contend that the terms and conditions of the existing agreements are fair and reasonable and that the said agreements should be continued in force without change for the further period of one year.

It will be seen from the foregoing that the unions' case for a wage increase is based squarely and almost exclusively on the durable goods standard or, as they call it, the "established standard of comparison". In effect they contend that it is not only the established standard but is the only standard or the sole criterion to be used in determining wage rates for the employees they represent. If that were so, all they would have to do is show that the wage rates of the non-operating employees of the railways are lower than the wage rates in the durable goods industries and automatically the wage rates of the former would have to be increased.

It seems that in 1948 the wages of the non-operating employees of the railways in the United States were out of line with, or in other words lower than, the wages of the employees in certain other industries. It also appeared that they worked longer hours than did their counterparts in outside industry. In October of that year a presidential emergency board granted to the non-operating employees of the railways an increase to bring their wages more

into line with the wages of employees in other American industries, and recommended the establishment of a 40-hour-week with the same take-home pay. In so doing the said Board used the wage rates of the durable goods and another group of industries in the United States as a basis of comparison and that is probably the origin of the so-called "durable goods standard".

It is true that since 1950 various boards of conciliation and arbitration tribunals have, as the unions contend, used the durable goods standard as a basis of comparison in determining wage rates for the non-operating employees of the Canadian railways. It is equally true, however, that they have done so with reservations. Practically all of them have recognized that the railway industry in Canada is unique; that a large proportion of its employees have no counterparts in outside industry; that there are many other points of difference between it and other Canadian industries, and that comparisons are difficult. That was made very clear by Mr. Justice Sloan in his award in 1954 when he said:

"The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use *but there are divergencies which render the yardstick misleading and not an absolute guide.*"

"In the over-all result, it seems to me that the durable goods industry, may, with some reservation, be regarded as a reasonably good guide. *It has at least one virtue; there is no other.*"

(The emphasis is ours.)

It is now generally accepted, however, that if any comparison is to be made, it should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees and the territorial distribution of employees are most nearly comparable. On that basis, the employees in the durable goods industries are as nearly comparable to the non-operating employees of the railways as are the employees in any other group of industries in Canada, but that leaves much to be desired because of the many differences which do in fact exist between the railway industry and outside industries. In no case has any of the boards or arbitration tribunals said that the durable goods standard was an absolute guide or that it could be used to the exclusion of all other factors or circumstances which should be taken into account in wage determination.

As indicated by the extracts from his award above quoted, Mr. Justice Sloan was clearly of the opinion that the durable goods standard was not an absolute guide. That was even more clearly and explicitly stated in the reports of the board of conciliation of which Eric G. Taylor was chairman in 1956 as is shown by the following extracts from the report of the said board, viz:

"The first point which this Board would wish to emphasize is that, in its opinion, there cannot be only one criterion governing wage determination. *In every case there are several factors which must be taken into account.* A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the Consumers' Price Index, which, in the present instance, has remained at the same level since the last wage increase. *Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute.*"

"In view of this, it would be a pity if the established and accepted standard were now upset, unless there were very valid grounds for doing so. The evidence did not disclose any. In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as the appropriate standard. However, in our opinion, *no standard can be an absolute guide or be applied mathematically or mechanically, regardless of all other circumstances and factors.*"

(The emphasis is ours.)

We respectfully agree that the durable goods standard is not an absolute guide but that does not mean that it can be disregarded. It is one of the factors which must be considered. It is indeed a very important factor but, as stated by the Taylor Board, it cannot be applied mathematically or mechanically without regard to other factors that are also of importance.

Under the settlement made between the parties in 1956, the non-operating employees of the railways were granted a wage increase of 11 per cent of which 3 per cent was effective as of January 1, 1956, 3 per cent as of April 1, 1956, 2 per cent as of November 1, 1956, and 3 per cent as of

June 1, 1957. As a result of that settlement, the average hourly earnings of the employees before this Board on June 1, 1957, were increased to \$1.628. There has been no subsequent increase and the rate is still \$1.628 per hour. The said increases, however, were not sufficient to give them parity with employees in the durable goods industries. According to Table No. 12 in the Canadian Statistical Review issued by the Dominion Bureau of Statistics for the month of April, 1958, the average hourly earnings of employees in the durable goods industries as of November 1, 1957, were \$1.766 per hour so that by that date there was a difference of 13.8 cents per hour.

Since November 1, 1957, the average hourly earnings in durable goods have increased steadily and at a fairly uniform rate of about  $\frac{1}{2}$ -cent per month, with the result that by April 1, 1958, they had risen to \$1.793 per hour. To give the non-operating employees of the railways parity with their counterparts in durable goods, on April 1, 1958, it would be necessary to increase their average wage rate by 16.5 cents per hour.

The unions, however, point out that the increase in the average hourly earnings of durable goods has been continuous despite the recession we are now experiencing, and contend that there is nothing to indicate that the trend will change during the term of the new agreement, which it is suggested should be for two (2) years. Indeed they contend that the rate of increase in the average hourly earnings of the employees of durable goods may even be stepped up to at least 7/10ths of a cent per hour each month after July 1, 1958. They, therefore, ask for such additional increase (over and above the 16.5 cents per hour now required to give parity) as will assure them of parity with the workers in the durable goods industries throughout the full term of the new contract.

In their original demands the unions asked for an increase of 11 per cent plus 17 cents per hour, which is the equivalent of approximately 35 cents per hour. One of their spokesmen frankly admitted that the 35 cents per hour was the "asking price" and had been submitted as a basis for bargaining. The real claim of the unions, however, is for parity with the employees in durable goods, both now and throughout the life of the new contract for which they are negotiating. They estimate that to give parity during the term of a one year contract, an increase of 18.1 cents per hour retroactive to January 1, 1958, would be needed, and that, if the new contract is to be for two years, it would require an

increase of at least 22.2 cents per hour retroactive to January 1, 1958, to assure them of parity throughout the full term of said contract. As an alternative, they suggest an increase of 26.2 cents per hour to be given in two steps, 18.1 cents to be retroactive to January 1, 1958 and 8.1 cents to be effective as of January 1, 1959.

The unions go one step further. As above indicated, the step by step increase of 11 per cent granted to the non-operating employees on the recommendation of the Taylor Board in 1956 did not give them parity with the employees in durable goods. The unions point out that the gap in earnings has been widening rather than narrowing in the interval since the Board made its report. They, therefore, ask for an additional increase of 10.1 cents per hour to compensate the employees for what they term "the substandard earnings" they have been receiving since January 1, 1956.

It is true that the wage rates of employees in durable goods have been going up but it is by no means certain that the rate of advance will be accelerated, as suggested by the unions. The fact is that we have been experiencing a recession and conditions are not as good as they have been for some of the durable goods industries. Indeed it is not impossible that the durable goods industries may find themselves facing a buyers' market rather than the sellers' market which they have enjoyed since the war. Under such circumstances it is quite possible that there may be a slowing up in the rate at which wage rates in those industries increase. Even if we are on the verge of coming out of the recession, as the unions suggest, no one can predict with certainty when recovery will be complete. All these are factors which should not be overlooked.

In supporting their demands for a substantial increase in wage rates, the unions have given evidence to show that since 1939 the percentage of increase in the wages of the employees they represent has not kept pace with the percentage of increase in the wages of employees in durable goods and has fallen short of the percentage of increase in the wages paid to the employees in other manufacturing industries to an even greater extent. The evidence does show that such is the case. However, that does not prove that employees of the railways have been as badly used as the figures might at first glance seem to indicate.

The explanation is relatively simple. In 1939, and for many years before that, the non-operating employees of the railways were fully organized and had reaped the

benefits of capable and aggressive leadership in the form of a relatively high wage scale. It might well be said that in those days manufacturing in Canada was in its infancy. As is generally the case with struggling industries, the wages paid by many of the manufacturing industries to their employees at that time were relatively low, certainly lower than the wages paid to railway employees. Conditions, however, have changed. The industries in the durable goods group, led by those engaged in the manufacture of automobiles and machinery, developed more quickly than most of those in other branches of manufacturing. It was not until the war that many of the other industries reached maturity. Prior to the war, railway workers were in a preferred position, but as the industries in the durable goods developed and prospered and the productivity and skill of their employees increased, they were able to pay better wages. As other industries in the manufacturing field became established, their employees began to ask for better wages and a greater degree of parity with the employees of other industries. Under such circumstances, it was both natural and inevitable that there would be a narrowing of discrepancies between the wages paid to railway employees and the wages paid to employees in established and prosperous industries.

This question of the relative rapidity of wage increases has been dealt with by other boards and arbitrators, and in no case has it been considered to have any decisive effect in wage determination. For instance, the board of conciliation of which Mr. Justice Wilson was chairman in 1950 disposed of a similar contention as follows, viz:

"The desire of a labour organization not to lose what one might call its economic ranking is perfectly understandable. But this Board does not think that the industry of this country is so static that it is possible to select any one year, be it 1939 or another year, and hold that there was established in that year a grading of labour values which must stand forever. It appears to the Board that, in a free society, relative wage standards of labour in different fields must change over periods of time. For instance, the loss in position which rail labour has sustained since 1939 may be due to several factors. A most important one is the increasing organization of labour in other industry which has taken place since 1939. In 1939 and for many years before, rail labour was fully organized and had reaped the benefits of organization and



of capable union management in a relatively high wage scale. This was not true to anything like the same extent of other elements of Canadian Labour. Unionization of employees has since proceeded at a great pace and resulted in the rectification of inequities and the raising of wages."

This same question was again considered by Mr. Justice Kellock as arbitrator in 1950 and by the board of conciliation of which he was chairman in 1952. In each case the result was the same. In the report of the last mentioned Board, the matter was dealt with in the following terms:

"We have considered this statement with respect only to the non-operating railway workers who are the concern of this inquiry. They look back to a time when their earnings were in excess of other industrial groups in the community. The present request is for the restoration of former conditions, but the point of view set forth in the paragraph quoted above does not inquire into the reason for the fact to which attention is drawn, namely, that "other workers in Canada" during the last two decades have received greater wage increases than the railway workers. Insofar as the non-railway groups are called upon to exercise comparable skills and to measure up to responsibilities, *there would not appear to have been or to be any valid reason why the one should ever have had or should now receive more in the way of remuneration than the other.* It surely cannot be a valid reason for now paying greater remuneration to the railway group, simply that its remuneration has been in fact greater than other groups in the past. It seems to us that if the non-operating railway employees receive or should be placed on a basis of comparable remuneration for comparable work vis-a-vis other groups in the community, the case of the railway worker cannot, in justice to the other groups or to the community as a whole, be put on any higher basis."

(The emphasis is ours.)

The history of the durable goods standard, or rather the use of it, is somewhat interesting. In 1918, the scale of wages fixed by the McAdoo award in the United States was by order-in-council made applicable to all railway lines in Canada. That had the effect of putting the non-operating employees of Canadian railways on a basis of parity in the matter of wages with their counterparts in the United States. That condition continued for some years but,

as stated by the unions in their brief, that parity was gradually lost during the years of depression following 1930 and as a result of wartime controls. Eventually, the National War Labour Board on July 1, 1944, decided that it was not permissible or proper to determine wage rates for employees of Canadian industries by comparison of their wage rate with the wage rates of employees in similar industries in the United States.

As above mentioned, the presidential emergency board used the wage rates of the durable goods industries and another group of American industries as a basis of comparison, when it granted a wage increase of 7 cents per hour to the non-operating employees of the United States railways and recommended a 40 hour week with the same take-home pay for said employees.

In 1950, the non-operating employees of the Canadian railways made demands for similar relief. The matter went to conciliation and later to arbitration. Both the board of conciliation and Mr. Justice Kellock, as arbitrator, made comparisons with the wage rates of employees in a wide range of industries. While admitting that comparisons were difficult, both concluded that the wages paid to the employees of the durable goods industries could be used for purposes of comparison.

In 1952, the non-operating employees of the railways made an attempt to regain wage parity with the non-operating employees of the United States railways, and demanded a wage increase of 45 cents per hour as the increase required to establish the desired parity. Naturally, an increase of that magnitude was strenuously opposed by the railways. In doing so, their representatives did advocate the use of the wage rates in durable goods, as a more appropriate standard of comparison than the wage rates of the non-operating employees of railways in the United States and that view prevailed. It is probably fair to say, however, that the railways regarded parity with United States railways as nothing short of disaster and were prepared to accept almost any other standard of comparison in preference to the standard furnished by the wage rates of employees of the United States railways.

In 1954, as above stated, Mr. Justice Sloan indicated very clearly his opinion that the durable goods standard was not an entirely satisfactory standard and that there were divergencies which made comparison between the railway industry and the durable goods industries very difficult. It was primarily because he could find no

other acceptable standard that he, "with some reservation", used it in making his award. He, however, qualified that by stating specifically that it was not "an absolute guide".

Having decided to their own satisfaction, at least, that the durable goods standard was not a satisfactory standard of comparison and was unfair to them, the railways in 1956 tried to establish another standard based on the average earnings of all the workers in the labour force of Canada. Many objections were taken to the use of the proposed standard and, after careful examination, it was rejected by the board of which Eric G. Taylor was chairman in that year.

In May of 1957, a special committee composed of representatives of the Personnel, Research, and Development Departments of the Canadian National and the Personnel, Accounting, and Research Departments of the Canadian Pacific was set up. The purpose of this special committee was to ascertain whether a proper comparison could be made between the wages paid to non-operating employees of the railways and the wages paid to comparable employees in outside industries, and whether this could be done in such a way as to avoid the difficulties which had been encountered in the use of the durable goods standard. The committee realized that any comparison which was to be made would have to reflect the nation-wide distribution of these employees, the variety of their occupations, the levels of their skills and their sex composition.

After careful study, the committee decided that it would be possible by using data supplied by the Department of Labour, the Dominion Bureau of Statistics and other reliable authorities to create a composite labour force which would be the counter-part of the railways' non-operating employees by finding in the ranks of outside industries, workers possessed of equivalent skills, doing the same types of work, and distributed in the same geographic areas. It was felt that when that had been done it would be possible to ascertain from government or other reliable sources the rates of wages which were paid to the said workers in outside industries in the areas in which the non-operating employees of the railways with whom they were to be compared were located. The committee was of the opinion that when these steps had been taken, it would be possible to make a reasonably accurate comparison between the wage rates of the major proportion of the non-operating employees of the railways and the wage rates of their counterparts in outside industries.

It was not difficult for the railways to classify the non-operating workers in its labour force according to their geographic distribution, the variety of their occupations, the levels of their skills, and their sex composition. That was done by officials competent to do it. Having made that classification, the next step was to determine what workers in the ranks of outside industry were possessed of equivalent skills and were doing work which was, as nearly as possible, the same as the work done by the workers in each of the classifications into which the railway workers had been divided. That was a much more difficult task than the classification of railway workers.

The committee found upon inquiry at Ottawa that the only comprehensive public source of wage rates in Canada on an occupational and geographic basis was the survey of wage rates and hours of labour conducted annually as at October 1 of each year by the Economics and Research Branch of the Department of Labour. It also found that the Department of Labour submitted job descriptions as part of the wage reporting schedules to establishments in a wide range of Canadian industries; that the wage data was collected on an occupational basis for industries in geographic areas and that the sex of the employees concerned and both the time and piece rates paid were also reported.

As the committee intended to use the wage rates established by the department on the basis of its annual wage rate surveys it was decided that it would be necessary to use, insofar as they were applicable, the same job descriptions as were used by the department in making its annual surveys. The committee, therefore, obtained from the Department of Labour copies of all reporting schedules and the job descriptions which were used in conducting its surveys.

When examining the said job descriptions it was found that there were approximately 2,900 of them. Some were duplications but the majority of them had reference to workers in outside industry for whom there were no counterparts in the service of the railways. There was also a lack of uniformity in the wording of the job descriptions themselves. There is no doubt, for instance, that an electrician servicing the types of machinery to be found in a small planing mill, or biscuit factory, would probably be possessed of a much lower level of skill than an electrician employed in the manufacture of such complicated machines as diesel locomotives, or an electrician engaged in installing the electric control system of a modern warship. Apparently

in preparing their job descriptions, special wording was used by the department in respect of some industries to suit their own needs or conditions. Possibly it was for that reason that there were often several job descriptions for the same worker. Certainly that was so in the case of such workmen as carpenters, electricians and other tradesmen.

Personnel officers on the railways with long experience in dealing with railway employees and the work done by them, reviewed the job descriptions submitted by the department and discarded all of those which were duplications and all of those which related to workers in outside industry for whom there were no counterparts in the employ of the railways, and by so doing the number of job descriptions used by the committee was reduced to approximately 210.

The railways did everything they could to make certain that the selection of outside job descriptions for purposes of comparison was done fairly and accurately. The officers who did the work were well qualified to do it and took a great deal of time and care in doing it. To avoid any suggestion of bias they were given no indication as to the industries in which the workers to whom the job descriptions related were employed, save such as might, in some cases, appear from the titles or wording of the job description itself. Furthermore they were given no information as to the wages paid to any of the workers to whom the job descriptions referred. Several of these officers gave evidence before the board and said that in no case was he influenced in any way in his decisions by the fact that the title to a job description might have given him some indication as to the industry in which a worker was employed. The representatives of the unions were frank enough to say they were convinced that the officers of the railways had made a bona fide attempt to perform their tasks impartially.

The officers who were asked to select the job descriptions which were descriptive of the work done by employees in their respective departments had a very difficult task. As above indicated, they had nothing to go by except the wording of the job descriptions themselves. They did the best they could, but here the personal element entered into the picture. The selections made by officers in the Canadian National differed greatly from the selections made by officers in the Canadian Pacific. The Board is satisfied that this is no reflection upon the ability or bona fides of any of these officers. When it comes to a simple

matter of judgment or discretion, opinions are bound to differ but differences of this nature can have very important and far reaching results, especially in making a comparison of the kind the railways were attempting to make. This, in fact, is one of the chief criticisms of this new composite standard. Under the system adopted by the committee too much depends on personal judgment or discretion of individual officers.

As it turned out, the officers making the selections from outside industry would probably have made a better selection if they had been informed of the industries from which the job descriptions had been taken. For instance, the officers of both railways decided that the job description for "electrician—rolling stock" which appears on page 8 of exhibit R-72 most nearly described the work done by electrical workers in the railway labour force. It happened, however, that there were only 86 workers in that category in the whole of Canada, but as a result of that selection, the wages paid to 675 electrical workers on the Canadian National and 484 on the Canadian Pacific (or a total of 1,159) were compared with the wages paid to only 86 of the electricians in outside industry.

In another instance 3,346 carmen (freight) on the Canadian National and 555 on the Canadian Pacific were priced against tank car repairmen, of whom there were only 92 in the whole of Canada. It is possible that, if the officers making the selections had known the industries from which the job descriptions were taken, they would have selected job descriptions from industries in which there were larger numbers of workers of the same class. In any event, they would have been able to make some enquiry or investigation to ascertain what skills were possessed and what work was being done by the workers they were selecting. The selection of different groups for comparison can make a great deal of difference because there are wide variations in the wages paid to the same tradesmen in different industries and in different localities. The officers making the selections, however, were required to make them on the basis of the job descriptions alone. Under the circumstances they were working under a very great handicap.

Almost all industries employ some craftsmen such as carpenters, electricians, or machinists. If, for example, a comparison is to be made between the carpenters in the railway labour force and carpenters in outside industries, it should be made with all carpenters of like skills and doing the same kind of work in outside industries



on a nation-wide scale or, at least, with a representative group of them.

This is of special importance because the railways by agreement with their employees have established one uniform rate of pay for their qualified craftsmen wherever they may be located. For instance a railway carpenter in a small shop in some out of the way spot receives exactly the same rate of pay as a carpenter in the largest shop in the most populous centres in Ontario or Quebec. That is not necessarily true of outside industries. As a general rule craftsmen employed by outside industries in the larger cities in Central Canada receive higher rates of pay than those working in small shops in less populous areas in other parts of the country. Especially is that so if they are working in the largest plants in Ontario or Quebec.

Under the system adopted by the railways for the selection of comparable workers by use of job descriptions, the officer making the selections does not know where the workers referred to in the job descriptions he chooses are working. He may, therefore, in the best of good faith make a selection which will result in a large body of railway workers being compared with a small group of poorly paid workers living in a low-wage area. On the other hand if a different officer had made the selection he might very well, in the exercise of his personal judgment, have made a selection which would have resulted in the same group of railway workers being compared with a large group of highly paid craftsmen employed in one of the largest plants in Canada. While it is no doubt true that any selection necessarily involves the exercise of some degree of judgment or discretion on the part of the person making it, nevertheless the Board is of the opinion that this system of making selections from written job descriptions leaves far too much to the element of chance. In any event, on examining the comparisons actually made by this system, it was found that a great many of them were with workmen in one industry only.

After the officers had made their selections these were turned in to the special committee to be processed. That committee then ascertained the wage rates of the non-operating employees of the railway work force for whom counterparts in outside industry had been found and also the wage rates of their counterparts. These were the weighted average wage rates in each case. With this information in hand the committee prepared a summary of

wage comparisons made by it which was filed as Exhibit R-11. This showed that when tested by the new composite standard, the average wage rate of the non-operating employees of the railways, for whom comparisons had been made, on October 1, 1956, was \$1.491 per hour and that the average wage rate of the workers in outside industry with whom they were being compared was \$1.392 per hour. In other words the non-operating employees of the railways were receiving 9.9 cents per hour more than the workers in outside industry. This comparison was made as at October 1, 1956, because that was the last date for which the Department of Labour could furnish certain information required in computing the wage rates.

During the cross-examination of certain of the railway witnesses, however, it was agreed that a number of changes would be made in their selections. This necessitated the preparation of two amended summaries which were filed by the railways as Exhibits R-81 and R-83. R-81 showed that the changes which had been agreed on up to the time it was prepared reduced the margin in favour of railway employees from 9.9 cents per hour to 2.9 cents per hour. R-83, however, increased the margin in favour of the railway employees to 3.3 cents per hour. The fact that these changes were necessary and the further fact that they could produce substantial differences also tend to weaken the precision or accuracy of the new composite standard.

The hearings in these conciliation proceedings have been of unusual duration. Week after week the Board listened to evidence as to the steps taken and methods used to create the new composite standard of comparison, the system used in making selections of job descriptions, and the results obtained when use was made of the standard. Much time was spent in examining the actual comparisons that had been made by the use of the new system and in considering the suitability or accuracy of some of them.

It would serve no useful purpose to review or analyze the evidence or to discuss the suitability of particular selections or comparisons. We have, however, outlined certain objections which we think can properly be taken to the new standard and the system of selection on which it is based. Some of those are serious objections. After weighing all the evidence and carefully considering the able and exhaustive arguments addressed to us by the representatives of the parties we have come to the conclusion that the railways' new composite standard cannot, in the present stage

of its development, be regarded as better or more satisfactory than the durable goods standard.

That does not mean that the new standard has served no useful purpose in these conciliation proceedings. The study of it has thrown into relief the fact that there really are many differences between the railway industry and the durable goods industries. It has also called attention to some of the defects in the durable goods standard and emphasized the necessity for a careful examination and evaluation of other factors which must be considered in determining what are just and reasonable wage rates for the non-operating employees.

It has always been assumed that many of the non-operating employees of the railways have no counterparts in outside industries but no one seemed to know the number for whom no comparison could be made. In trying to find job descriptions to fit the non-operating employees, the officers making the selections found that out of a total of 130,114 employees before this Board they could find comparisons for only 81,749, or 63.5 per cent. This confirms the view expressed by the Wilson Board when it said: "The difficulty arises in part from the fact that certain classes of railway workers are *sui generis*, they have not their counterpart in other industries." The fact that there is such a large percentage (36.5 per cent for whom no comparable occupations could be found in outside industry is a factor to which some consideration should be given.

There are other differences which arise out of the fact that the railways are a service organization while the durable goods industries are engaged in manufacturing. When the demand for their products slackens, industries in the durable goods group think nothing of laying off large numbers of their employees. At the present time that is particularly true and is reflected in much of the unemployment which we have had in Canada for some months past. The railways, however, must give service; their trains must run and their track and equipment must be serviced and maintained. They are not permitted, except with the consent of the Board of Transport Commissioners, to discontinue services which become unprofitable, or abandon trackage which does not pay its way. While naturally there are some lay-offs—mostly seasonal—railway employment by and large gives a large measure of the security afforded by continuity of employment. That is a fact of considerable importance to the employees. If the workers in any industry are faced with the possibility

of lay-offs, it is almost inevitable that they will expect and receive a higher rate of pay than they would expect if they were assured of continuity of employment.

There is another difference which arises out of the fundamental differences between service and manufacturing. If the cost of fringe benefits is included in labour costs, then approximately 60 cents out of every rail revenue dollar goes to meet payroll costs. That is considerably more than twice the amount required by durable goods to take care of their payroll costs. Furthermore, presumably because they can slow down production or lay off employees almost at will, the durable goods industries have demonstrated that they can adjust payroll costs to fluctuations in revenue much more quickly than can the railways with their relatively fixed service obligations. It follows that an increase in the wage rates of their employees has a much greater impact on the railways than is the case with the durable goods industries.

Another factor which makes a great deal of difference is the territorial distribution of employees. The railways maintain 39,000 miles of main and branch line track. Every mile of that must be patrolled and maintained by section gangs stationed every few miles along the entire length of that trackage. At certain seasons thousands of extra gang workers are employed to do extra work on the right-of-way. The railways do business with all the people of Canada, and their employees are widely dispersed throughout the country from coast to coast.

The railways have shown that 73.4 per cent of the employees of the durable goods industries are located in 32 of the principal cities, while only 55.7 of their employees are located in those and two other cities. That means that 44.3 per cent of all railway employees are located in what are called "rural areas". It is a well known fact that in most industries higher wages are paid in the larger centres than are paid in rural areas. Sometimes the difference is substantial. This difference in territorial distribution is, therefore, a matter of real importance.

There is another difference which seems to have come to the fore in these conciliation proceedings and that is the difference in the rates of wages paid in large as compared with small establishments, even when located in the same area. That is shown very strikingly by the following table compiled from information contained in the wage rate comparison filed by the unions as exhibit U-25.

**AVERAGE WAGE RATES FOR LABOURERS<sup>(1)</sup> IN MANUFACTURING AT  
OCTOBER 1, 1956, BY REGION AND SIZE OF ESTABLISHMENT**

Size of Establishment.	Canada	Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
(Number of non-office employees)	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour
	\$	\$	\$	\$	\$	\$
All sizes.....	1.41	1.16	1.29	1.49	1.32	1.60
Up to 49.....	1.13	.84	.97	1.20	1.17	1.47
50-99.....	1.18	.98	.98	1.23	1.24	1.53
100-199.....	1.26	1.00	1.13	1.27	1.34	1.56
200-499.....	1.41	1.27	1.28	1.44	1.38	1.64
500-999.....	1.55	1.44	1.48	1.58	1.51	1.62
1000 and over.....	1.65	1.58	1.48	1.73	(2)	1.70

(1) Firms surveyed with occupational schedule were asked to report rates for Labourers according to the following definition: "General Labourer: performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment." Firms surveyed without schedule were asked to report rates for labourers.

(2) Insufficient data for this size class.

The statistics for the Atlantic provinces are most interesting and informative. As shown in the above table the average wage rate on October 1, 1956, for common labourers in those provinces, who worked in establishments in which less than 50 workers were employed, was only 84 cents per hour, while the average wage rate paid to labourers in establishments in which there were more than 1,000 workers was \$1.58. It will also be noted that the All-Canada rates range from a low of \$1.13 to a high of \$1.65.

As above stated the percentage of employees in durable goods who are located in the 32 larger cities in Canada is considerably greater than the percentage of railway non-operating employees located in those centres (73.4 per cent against 55.7 per cent). Those are the areas where large establishments are found and it is a fair assumption that the percentage of the employees in durable goods who work in large establishments is also greater than the percentage of non-operating employees who work in large plants. Other boards of conciliation have repeatedly emphasized the importance of territorial distribution because of the difference in the wage rates paid in large high-wage areas as compared with the lower wage rates paid in rural or low-wage areas. The same principle applies where the wage rates paid in large establishments are substantially higher than the rates paid in small establishments, even when located in the same areas. This, therefore, is another difference which should not be overlooked.

Conditions in industry in this country are never static. Industries which are prosperous today may be anything but prosperous a few years hence. It is not so long ago that coal mining was one of the

leaders in Canadian industry and its workers were among the highest paid in the mining industry in Canada. The impact of competition from other fuels, however, has changed all that. The coal mining industry is now in an unhappy position and its employees, insofar as wage rates are concerned, are no longer in the preferred position they once occupied.

Much the same thing is true of the gold mining industry, although there the difficulty is of a different nature. It has no control over the price at which it must sell its product and it has, therefore, experienced difficulty in meeting rising costs. That difficulty has been reflected in the wages of the workers in the industry which have not been rising as rapidly as in some other branches of mining. The textile industry has been suffering from stiff competition from goods imported from foreign countries and produced by low priced labour, and again that fact has had an adverse effect on the wages paid to its workers.

Indeed the position of the durable goods industries has altered considerably since 1939, but their experience has been much happier. As above indicated, manufacturing in Canada came into its own in the last war. During the war almost all sections of the manufacturing industry was engaged in the production of military equipment, munitions and supplies, required in Canada's war effort. As a result, at the conclusion of the war there was a pent up and unsatisfied demand for durable goods of all kinds, and that demand was intensified by the demands of the men of the armed services who were returning to civil life and endeavouring to establish homes for themselves and their families. These industries by reason of the almost insatiable demand



for their products, have been able to pay high wages and pass on the increased cost to the consumer who seemed to be more concerned about getting their products than he was about the price he was paying.

The automobile industry is one of the durable goods industries. In the arbitration proceedings before Mr. Justice Kellock in 1950, the non-operating employees of the railways advocated the use of a number of particular industries as standards of comparison. The automobile industry or "automobiles and parts", as it was called, was one of those suggested as a suitable standard of comparison. The learned judge, however, refused to accept it as such, and gave the following reasons for his refusal, namely:

"As to automobiles and parts, I do not think this industry furnishes an adequate comparison, if for no other reason than that at the present time at least, and for some time past, the industry, by reason of the almost insatiable demand for its products, has been able to pay high wages and pass on the increases to the consumer, at the same time maintaining what would appear to be a comparatively high level of profit. Further, the automobile industry has a history not only of high wages but of seasonal lay-offs due to changes in models. There are some seasonal lay-offs in the case of the employees in question here, namely, at ports where navigation ceases in the winter months, and in the western provinces after the movement of the grain is finished, but, by and large, railway employment offers the security afforded by continuity of employment."

In fairness it must be said, however, that Mr. Justice Kellock also pointed out that any comparison which was made should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees, and the territorial distribution, are really comparable, and finally stated that on that basis a fair comparison was, in his opinion, furnished, "as nearly as may be" by the group of industries falling under the head of "durable goods manufacturing".

In the interval since the last war most of the other industries in the durable goods group have been having much the same experience as the automobile industry had been having at the time Mr. Kellock made his award in 1950. The intervening years have been good to them, and what Mr. Justice Kellock said was true of the automobile industry in 1950 is true to some extent, at least, of nearly all the durable

goods industries in recent years. That fact, therefore, tends to lessen the value of the durable goods industries as a standard of comparison.

In view of the buoyant economic conditions which have existed during most of the post-war period, it is not surprising that the wages of employees in the durable goods industries have throughout that period been rising steadily and at an extraordinary rate. The table on page 99 of the unions' brief (exhibit U-1), as brought up to date in the course of the hearings, shows that the average hourly earnings of employees in the durable goods industries have risen from 74.7 cents per hour on January 1, 1946, to \$1.782 on January 1, 1958. It must always be remembered that each successive percentage wage increase is calculated on a higher base than the one before and these successive increases work on the same principle as compound interest.

Counsel for the railways placed particular emphasis on that fact. In referring to the rapidity with which wage rates had been rising, he called the attention of the Board to the startling consequences which could result in a very few years from a continued rise in wage rates at anything like the accelerated rate suggested by the unions. As above stated, the average hourly earnings of the employees of the durable goods industries rose from 74.7 cents per hour on January 1, 1946, to \$1.782 per hour on January 1, 1958. It had taken a very long time to establish the rate of 74.7 cents per hour by 1946, but the rate more than doubled in the ensuing period of twelve years. If, as the spokesmen for the unions contend, this trend is likely to continue at an accelerated rate, then the result of successive increases, each calculated on a successively higher base, can be nothing short of fantastic. In any event the possibilities are such that it is not surprising to find the heads of government in Canada, Great Britain, and the United States, calling for caution and urging everyone to hold the line on both prices and wages.

In the meantime the Canadian railways have had an altogether different experience. As stated by Mr. Justice Sloan in his award in 1954, the railways, in their rail operations, are in "a sorry contrast". They have had great difficulty in getting authority to increase their freight rates and in getting the expected benefits from freight rate increases when they were granted. They have been forced by public policy or conditions over which they have no control to haul enormous tonnages of freight and to transport millions of passengers at rates which are wholly inadequate. In a period

during which practically all of the durable goods industries have been experiencing unprecedented prosperity the railways have been meeting the stiffest kind of competition. All in all, their lot has not been a happy one, and it is not surprising that by 1956 they were convinced that they could no longer live with the durable goods standard.

There is another factor which is sometimes lost sight of and that is that the employees appearing before this Board do not include the railways' operating employees. The latter are the more highly paid employees and, as a group, have a somewhat higher level of skills than the non-operating employees. There is some basis for the contention of the railways that if comparisons are to be made with outside industries, they should really be made between the entire railway force (not a segment thereof) and the durable goods industries. If the average hourly earnings of the entire railway working force are compared with the average hourly earnings of the entire working force of the industries in the durable goods group, it will be found that the railway workers are quite as well off as the workers in durable goods.

The durable goods group includes industries which employ relatively large numbers of skilled workers. It would seem from information furnished to the Board by the Department of Labour that the over-all level of skill in the durable goods industries is somewhat higher than the level of skill of the non-operating employees before the Board. The department pointed out, however, that the skill table they furnished was based on information taken from the census returns for 1951. Information of that kind leaves something to be desired in the matter of accuracy. The railways pointed out that the information for both the durable goods industries and the non-operating employees came from the same source, and would be as fair for one as for the other. We, however, feel that the evidence is not sufficiently convincing or reliable to justify us in coming to any conclusion in the matter.

As already noted, the industries in the durable goods group were among the first of the manufacturing industries to become established, and almost from the first the wage rates of their employees were higher than the wage rates of workers in the remaining or so called "non-durable" segments of the manufacturing industry. For the reasons we have pointed out the wage rates of the non-durables have shown a tendency to rise more rapidly than the wage rates of durable goods. Notwithstand-

ing that fact, however, the wage rates of the latter are still appreciably higher than the wage rates of employees in the "non-durable" industries.

According to Table No. 1 in the issue of "earnings and hours of work in manufacturing" for 1956, issued by the Dominion Bureau of Statistics, the average hourly earnings of the male workers in durable goods on November 30, 1956, were \$1.70 per hour, while the average hourly earnings of the male employees in non-durables were only \$1.61 per hour. On the same date the average hourly earnings of the male employees in all manufacturing were \$1.66 per hour. The reason we have chosen male workers only for the purposes of comparison is that there is a greater percentage of female workers in "non-durables" whose wages are generally much lower than those paid to the male workers.

It will be seen from the foregoing review that the Board is not being asked to make a comparison with "manufacturing" as a whole but rather with what is only a selected segment thereof. It has already been pointed out that the segment selected happens to be the one which ever since the war has enjoyed almost unprecedented prosperity, and as a result has been able to pay its employees wages which are higher than the wages paid to the employees of the remaining segments of manufacturing. The railways do not suggest that comparisons should be made with any of the depressed industries. On the other hand it may be asked why comparison should be made with the most fortunate and prosperous segment of the manufacturing industries and not with manufacturing as a unit.

#### **Ability to Pay**

The ability of the railways to pay higher wages has become a much more important factor than was formerly the case. As pointed out by one of the railways' witnesses, no suggestion was advanced by the railways either in the arbitration proceedings in 1950, or in the conciliation proceedings in 1952, that they were unable to pay wages which would be comparable with the earnings in "durable goods", but they did at that time contend that they were unable to give increases based on the scale of wages paid to workers on the railways in the United States. The railways in those years had no doubt of their ability to recover from increased freight rates sufficient revenues to pay wages on a scale which would maintain a parity with "durable goods", and for that reason did not oppose the use of "durable goods" as

a standard of comparison. Since that time, however, certain changes have taken place which alter the situation materially, and the railways are now genuinely concerned about their ability to meet the demands of the unions for increased wages and greater fringe benefits.

In the interval it has become more difficult to obtain leave from the Board of Transport Commissioners to increase freight rates; it has become increasingly difficult to put authorized increases in freight rates into effect, and competition from water-borne, air and motor transport and pipe lines, has been steadily increasing. Today the railways are having real trouble in meeting the mounting cost of labour and materials. Some of the principal reasons for this change were stated by Mr. Justice Sloan in his award in 1954, and there is no need for repeating them. We would, however, call attention to the following extract from the report of the board of conciliation of which Mr. Justice Kellock was chairman in 1953, in which the learned judge said:

"I do not think, however, that the proposition can be maintained that at all times and under all circumstances the economic condition of the railways is to be considered irrelevant. I think it is pertinent to consider that situation for present purposes and shall endeavour to do so as concisely as possible."

"Although, as I have already mentioned, a person requiring the assistance of others to carry on his business, must, as a general rule, expect to pay the going rate, competitive conditions have, from time to time, obliged employees to accept reductions."

"While wages of the non-operating railway employees have been rising for some years, the same has not been true of net railway operating income of Canadian railways, notwithstanding the several freight rate increases which occurred."

The difficulty which the railways are having in meeting rising costs has become a matter of real concern to the Board of Transport Commissioners. That Board has had the means at its command for making a much more extensive and detailed investigation of this matter than this Board has been able to make; hence what it has to say about this matter is of special significance. We, therefore, quote hereunder the following extract from the Board's judgment of February 15, 1954, which will speak for itself, viz:

"As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long suc-

cession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport, not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. *Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general changes markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position.*"

—and—

"Canadians at large have a vital stake in our railways. *They, we think, reasonably could expect both railway management and labour in their own mutual long term self-interest, as well as in the interest of the public, to collaborate in taking a new and economically realistic view of the deterioration which has taken place in the traffic position of Canadian railways since the Board's Judgment in March last.* This is so, particularly since such deterioration cannot be accounted for by any contraction for the year 1953 in Canadian production generally but is, we believe, attributable mainly to the increasing pervasiveness of competing modes of transport."

(The emphasis is ours.)

#### **Recommendation as to Wage Demands**

The unions in their formal submission U-1 state that "neither the Government nor the people of Canada wish them to accept substandard working conditions to subsidize the railways or the effect of public policy upon the railways". As we understand it, however, the railways do not contend, nor have they ever contended that their employees should accept substandard working conditions or that they should subsidize the railways in any way. Their representatives frankly say that if higher wages are deserved they must be paid, and the public must pay the cost. How that cost is to be paid is primarily the concern of the Government and the railways, although railway workers are by no means uninterested parties.



What the railways do say is that the wages paid should be adequate when tested by a reasonable standard of comparison and that any excess of wages over such basic standard must be limited by the industry's ability to pay. They contend that the wage rates of their non-operating employers compare favourably with those of their counterparts in outside industries and, therefore, ask that the existing agreements should be extended without change for another year.

In 1956 the chairman of the Taylor Board expressly stated that weight had to be given to the railways' claim of "inability to pay". What is really more significant is that the Board did not attempt to give the non-operating employees parity in wage rates with the employees of durable goods. In fact, the Board stated that the recommendations it was making would fall short of parity with the "durable goods" standard, and in a later passage pointed out that the adjustment it was proposing would "remove part, but not all of the disparity between the earnings of non-operating railway employees and employees in 'durable goods'".

The fact is that the non-operating employees of Canadian railways have not had parity with the employees of durable goods at any time since 1952. Incidentally the non-operating employees of United States railways have had much the same experience. They have been unable to maintain absolute parity with the employees of durable goods in that country. Except for a brief period following the increased grant to them in 1948, they have never had absolute parity at any time since 1944.

When the Taylor Board made its report in 1956, Canada was enjoying an exceptionally high level of prosperity. In making its recommendations the Board spoke of "the anticipated buoyancy of the Canadian economy" and obviously anticipated a continuation of the prosperous conditions then existing. The Board was somewhat too optimistic. In the interval the economy has lost its buoyancy and for the past few months Canada has been experiencing a recession which has seriously affected railway earnings. 1957 turned out to be a very disappointing year for the railways. The year 1958 promises to be no better and, unless there is an early and substantial improvement, it may be much worse. Railway revenues have been dropping and none of the railways are now as well able to meet the cost of wage increases

as they were in 1956. Under the circumstances we are of the opinion that moderation is called for.

The Board, however, does not agree with the railways that no wage increase should be granted at this time. There has been no increase in the wages of non-operating employees since June 1, 1957 when the last of the step by step increases recommended by the Taylor Board went into effect. In the interval the wages of employees in outside industries have been going up steadily. The cost of living also has been rising. The consumer price index has gone up from 121.6 in June 1957 to 125.2 in April 1958. It did, however, drop back to 125.1 in May and it may be that its advance has slackened off for the time being.

There is little to indicate that the trend in wage increases had changed. The fact is that increases have been fairly general notwithstanding the depression we have been experiencing. Even if the rise in the cost of living has been arrested, there is no assurance it will not rise again. In any event the general tendency over the years has been for it to go up, and it is reasonable to assume that it will follow the usual pattern. These are matters which must be considered especially if, as we would recommend, the new contract is to be for the term of two years.

The parties have both been vigorous and resourceful in the presentation of their claims and every issue has been strenuously contested. That is as it should be but the time has now come when settlement is of primary importance. To get the desired result there must be a little "give and take" on both sides. In this connection we think that heed might be given by both parties to the following extract from the report of the Wilson Board in 1950, viz:

"The Board agrees with the unions that railworkers must not be required to accept substandard wages or onerous working hours in order to underwrite railway deficits. If higher wages are deserved they must be paid, and the public must pay the cost. This does not, however, imply that enlightened labour should proceed to exact what it can in the way of wage increases without regard to the condition of the business which employs it. Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity. The competitive position of the railways viz à viz truck and water competition must always be kept in mind

by union leaders as well as by railway managers, with a view to insuring that rail transportation does not price itself out of the market."

It will have been seen from the above analysis that in our opinion the durable goods standard leaves much to be desired. In spite of that, however, it still remains one of the most important factors to be taken into account in determining what is a just and reasonable wage rate for the non-operating employees of the railways. As stated by the Taylor Board, however, it is not an absolute guide and cannot be applied mathematically or mechanically regardless of all other circumstances. It follows, therefore, that each of the differences which exists between "durable goods" and the railways and each of the other factors and special circumstances we have attempted to review must also be carefully considered and each must be given its proper weight in determining what increase in wage rates should be recommended.

Acting upon the principles above enunciated, we have earnestly endeavoured to give due consideration and proper weight, not only to the durable goods standard, but also to each of the various factors, differences and other matters hereinbefore mentioned or reviewed. On the assumption that the parties will be able to negotiate a new contract for the term of two years, we recommend the following increases in the wage rates of the employees before this Board, namely:

- (1) An increase of four (4) cents per hour in the wage rates of all the non-operating employees of the railways, to be retroactive to the 1st day of January, 1958;
- (2) A further increase of three per cent (3 per cent) to be effective on September 1, 1958, and to be calculated on the wage ratio which were in force at December 31, 1957; and
- (3) A further increase of three per cent (3 per cent) to be effective on April 1, 1959, and to be calculated on the wage rates which were in force at December 31, 1957.

We also recommend that the new collective agreement should be for the term of two years to be computed from January 1, 1958, to December 31, 1959.

At this point it should be said that the signatories to this report have had some difficulty in arriving at increases in wage rates which both considered reasonable in the circumstances. The chairman throughout was concerned about the condition of the economy as a whole and the

need for moderation in wage demands, while Mr. Lewis was concerned about agreeing to a figure which was substantially below the level of earnings of the employees in durable goods. The result has been a compromise which each thinks is reasonable, and they, therefore, join in expressing the hope that, in the interest of industrial peace, the parties will accept their recommendation as the basis for adjusting and settling their differences as to the rate of wages to be paid during the life of the new agreement.

In making the foregoing recommendation as to wage increases, we have not overlooked the demand made by the unions for a special wage increase of 10.1 cents per hour to compensate the non-operating employees for what is termed the "sub-standard earnings" they have been receiving since January 1, 1956. When the parties settled their wage disputes in 1956 the employees agreed to accept a wage increase of 11 per cent to become effective in four steps. A formal agreement embodying a term to that effect was made and entered into and that fixed the rates of wages to which the employees were entitled from January 1, 1955 to December 31, 1957. Having agreed to settle on that basis the matter is closed and neither party can now ask to have the matter opened up. Incidentally a similar demand was made in 1956 for what was then called "the lag behind the 'durable goods' standard". In rejecting the demand the Taylor Board gave another reason for so doing with which we respectfully agree, viz:

"Secondly, it is surely impossible to justify rectifying a lag by increasing rates, since such rate increases would continue after the period when they merely compensated for the lag."

#### Health and Welfare

The second of the demands made by the unions is the "health and welfare" demand, viz:

- "(2) Effective January 1, 1959, the railways and Railway Express Agency Inc., shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month, for one year, for the purpose of improving health and welfare plans in effect as may be mutually agreed."

This is one issue in respect of which considerable progress was made when the Board met the small bargaining committees of the parties in its first attempt at conciliation. As a result of the discussions which took place at that time it was decided that the Board need not concern

itself further with the health and welfare issue and the Board, therefore, has taken no further action in the matter.

### Vacations With Pay

The third of the demands made by the unions is for a revision of the schedule of paid vacations. In its original form the demand was:

"(3) Vacations with pay shall be on the following basis;

After one year's service, ten working days

After ten years' service, fifteen working days

After fifteen years' service, twenty working days.

(Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.)"

During the hearings this demand was modified. The unions now ask that the schedule be amended to give 10 days (two weeks) paid vacation after one year of service and 20 days (four weeks) paid vacation after 25 years of service. Under the present agreements two weeks vacation with pay are given to office workers after one year of service and to non-office workers after three years of service. This follows the predominant pattern in outside industry and gives effect to the recommendations made by Mr. Justice Sloan in 1954.

Parliament recently considered and dealt with this question of vacations with pay when it passed the act known as "The Annual Vacations Act". That act is to come into force on a day to be fixed by proclamation of the governor-in-council. It has not been proclaimed as yet but it is understood that it will be brought into force at an early date. Under The Annual Vacations Act, when it is proclaimed, all railway workers will be entitled to the equivalent of two weeks vacation with pay after two years of service. As above mentioned, the office workers are now entitled to two weeks after one year of service and that will not be changed. Under the statute the position of the non-office workers will be improved because they will be entitled to two weeks after two years of service instead of three years as it is now under the present agreements. We are of

the opinion that, in view of this improvement, we would not be justified in recommending any further change at this time insofar as employees in this category are concerned.

We are of the opinion, however, that consideration should be given to the claim for more extended vacations for senior employees. Vacations with pay for more than three weeks duration are granted to a comparatively small percentage of workers in outside industry, but the percentage is growing and is likely to grow during the term of the new contract. The change suggested presents more difficulty for the railway than it would for most other industries. Mr. Justice Kellock in 1954 pointed out that the average length of service among railway employees is comparatively high, a condition which he concluded had arisen out of the application of the seniority rules and the relative stability of railway employment.

There is evidence that approximately 21 per cent of all railway employees have 25 years of service, or more. The cost, therefore, of extending the base for paid vacations among employees of long service would bear more heavily on the railways than it would on industry generally. It would seem from a study of the pension tables of the railways that, if 4 weeks vacation with pay were granted to employees with 35 years of service, there would still be an exceptionally large percentage of employees entitled to such extended vacation. Under the circumstances we recommend that the schedule of paid vacations be amended to give 20 days (4 weeks) paid vacations to all the railway employees after 35 years of service.

The Board assumes that any agreement the parties may enter into will contain suitable provisions to protect the interests of employees who are entitled under existing agreements to rights or privileges more extensive or advantageous to them than those to which they may become entitled under The Annual Vacations Act when it is brought into force. In this connection the attention of the parties is called to the provisions of Section 3(2) of that Act, which reads as follows:

"3. (2) This Act does not apply to employment under a collective agreement entered into after the coming into force of this Act and containing provisions, approved by the Minister, for the granting of an annual vacation with pay."



### Statutory Holidays

The fourth of the demands made by the unions is the demand for an eighth paid statutory holiday, viz:

"(4) The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day."

Similar demands were considered by Mr. Justice Sloan in 1954 and again by the Taylor Board in 1956. Mr. Justice Sloan recommended that the number of holidays for the hourly-rated employees should be increased to five. The Taylor Board recommended the addition of one paid statutory holiday, namely Thanksgiving Day, during 1956, and another, namely Victoria Day, in 1957. With those additions all railway workers became entitled to seven paid statutory holidays each year. Neither Mr. Justice Sloan nor the Taylor Board, however, saw fit to recommend Remembrance Day as an eighth holiday.

This new application for the addition of Remembrance Day was strenuously opposed by the railways. They filed as exhibit R-41 a table showing that, as of April 1, 1957, the average number of unworked paid statutory holidays in all the manufacturing industries in Canada was 7.22 as against the eight the unions are asking for. They stress the fact that they are service organizations and that, if an extra holiday is to be granted, the choice of an appropriate day is a matter of very great importance to them and contend that Remembrance Day would be a most unfortunate choice.

The evidence indicates that Remembrance Day is fairly well observed in western Canada and, possibly, in some other parts of Canada, but there is very little observance of it in the central provinces where the bulk of the traffic on the railways is handled. It was disclosed that in a survey made by the Central Ontario Industrial Relations Institute in 1955 covering the City of Toronto and areas tributary thereto, Remembrance Day was not recognized or observed as a holiday by any of the firms participating in the survey. Another survey was made in October, 1957, by the Quebec Industrial Relations Institute covering 65 companies in the Montreal area with 70,834 hourly-rated employees. It was found that none of the companies recognized Remembrance Day for their hourly-rated employees. In a survey for salaried employees it was found that only two out of 69 companies recognized it as a holiday for their salaried employees.

It is obvious that a railway would have trouble if it is required to give its employees a holiday on a day which is not generally recognized as a holiday. The

public would want to do business with the railways and would expect trains to run and freight and passengers to be transported as on any ordinary business day. If forced to observe Remembrance Day, the railways would be compelled to refuse service to the public or, if they decided to keep their facilities open, ask large numbers of their employees to work on the holiday and pay the extra costs involved in so doing. Either alternative would be unfortunate for the railways. Under the circumstances we are not prepared to recommend the granting of this demand for Remembrance Day as an extra statutory holiday.

Representatives of the unions, however, suggested that, if the Board was of the opinion that Remembrance Day was unsuitable, consideration might be given to the choice of some other alternative day or even to the possibility of granting different holidays in different parts of the country. In either case the choice would have to fall on a day which is not nationally observed as a holiday at this time and under the circumstances the Board is not prepared to recommend the granting of an eighth holiday.

### Severance Pay

The fifth of the demands made by the Unions has to do with the question of severance pay. The following is a copy of the demand as made in their notice of November 12, 1957, viz:

"(5) The principle of severance pay shall be recognized and established. The Railways and Railway Express Agency Inc., shall set aside four cents (4c.) per hour per employee for severance pay, to be allocated among employees whose services are being terminated, on a basis of amounts and years of service to be mutually agreed upon."

In the 1930's there was a movement in Canada to compel a greater degree of co-operation between the railways with a view to the pooling of services and the abandonment of unnecessary trackage where one of two competing lines could adequately serve the needs of the communities through which they ran. This led to the enactment of the Canadian National-Canadian Pacific Act which commanded and empowered these railways to co-operate and take such measures as would make their co-operation effective.

The suggestion that co-operation of this kind was necessary provoked public concern about the fate of railway employees who might be displaced as a result of such co-operative efforts. To take care of such

employees a special provision was made for the payment to them of compensation for the loss of their jobs. The present demand of the unions is based, in part, on this legislation and, in part, on what is called the Washington Job Protection Agreement which a number of American railways entered into with their employees on May 21, 1936 to provide compensation for employees who were deprived of their employment under like circumstances.

The present demand is for "severance pay" which may be something much different. The Board has not been furnished with any specific or comprehensive statement as to what "severance pay" is, what employees would be entitled thereto, the circumstances under which it would be paid, the manner in which the amount to be paid is to be computed, or any estimate as to the probable cost involved in the operation of this scheme other than the prescribed limits, originally 4c. From some of the statements made in argument it would appear that the scheme was intended to include, not only those who had forever been deprived of their jobs, but also those who might be laid off but who would, nevertheless, remain on the payroll and be subject to call. That would be a far-reaching provision with so many implications that nothing should be done about it without the fullest investigation. Without this essential information and in the absence of any comprehensive explanation of the manner in which it would work out, it is difficult to make any recommendation. It is generally agreed that severance pay is relatively unusual in Canadian industry. There is no generally prevailing pattern which would justify its introduction at the present time. Under the circumstances the Board is unable to make any recommendation in respect of this demand for severance pay.

#### **Contracting Out**

The sixth of the demands made by the unions has to do with what is called "contracting out". The following is a copy thereof, viz:

"(6) Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than railway employees."

This demand is altogether too wide. If effect were given to it, the rights of management would be unreasonably curtailed and the literal enforcement of any such rule would have results which the representatives of the unions admit they never contem-

plated when this demand was made. As an extreme example, it might be pointed out that there are gangs on the railways who are at times engaged in building stations, bridges and many other types of buildings or other structures. If a rule such as contemplated by this demand were made, the Canadian National would never have been able to build the Queen Elizabeth Hotel in Montreal through an outside contractor. Obviously in order to build any such structure, it is necessary to have an enormous organization with the most expensive equipment and a staff of expert engineers and technicians. Neither of the railways could afford any such organization or equipment to build any one building. After it was built the organization would have to be disbanded and the equipment disposed of.

The foregoing may be an extreme example, but it was only one of many given by the railway witnesses to show how seriously any such rule would curtail the rights of management and hamper the efficient and economical operation of the railways. It may be, as the unions contend, that in certain specific instances the right of contracting out has been asserted under circumstances which gave rise to some justifiable resentment. The investigation of those incidents before this Board, however, should have a salutary effect, and we are reasonably hopeful that the officials concerned will use more discretion and consideration in the future.

We don't think that it is necessary to review in detail all of the evidence tendered by the railways in support of their objections to this demand. It is sufficient to say that the Board has carefully considered all of the evidence given by the unions and by the railways, and that it is satisfied that this demand of the unions cannot be granted and it so recommends.

#### **Special Terms**

The seventh demand of the unions has to do with certain terms they wish to have incorporated in the new agreement. The following is a copy of the demand as set out in their notice of November 12, 1957, viz:

"(7) (a) Excepting as to (2) hereof, the collective agreements between the railways, Railway Express Agency Inc., and the organizations' signatory hereto shall be amended to conform with these proposals effective January 1, 1958, and shall continue in effect until December 31, 1958, and thereafter subject to sixty days' notice in writing from either party to

the agreement to revise, amend or terminate it. Such notice may be served at any time subsequent to November 2, 1958;

- (b) The foregoing does not prevent adjustments under normal processes in working rules, rates of pay of individual positions, correction of inequities as between rates for different individual positions, or negotiation of rates for new positions or positions where the duties or responsibilities have been or are changed."

In principle we see nothing wrong with the suggestion contained in clause (a) above set out. As to the term of the new agreement, we are of the opinion that it should be for two years. In this connection we find ourselves in complete agreement with the Taylor Board, which in 1956 recommended a term of two years, and respectfully concur in the reasons given by that Board for their recommendation.

We are not, however, prepared to recommend the inclusion in the new agreement of the provision contemplated by clause (b) of this demand or any provision of like effect. The intent of the Industrial Relations and Dispute Investigation Act is that, when once a collective agreement is made and entered into, it shall bind the parties and each of them for the full term of the agreement. To permit either party to open it up and compel the other party to start bargaining all over again, could be contrary to the spirit of the Act. There is, of course, nothing to prevent the parties by mutual consent or agreement entering into an agreement to amend or supplement the new agreement if they so desire. That, however, is subject to one qualification—The amendment must not transgress the provisions of sections 19 and 20, or any other of the provisions, of The Industrial Relations and Disputes Investigation Act.

#### **Time of Payment**

The eighth demand made by the unions has to do with the procedure to be followed in paying the wages of employees, viz:

- "(8) Employees shall be paid every second Thursday, or the last regular work day preceding such Thursday."

This demand was considered by the Board along with the proposal of the railways that holiday pay should be computed on a percentage basis as set out in The Annual Vacations Act. When these matters were brought up it was found that there were no serious differences between the parties. It was agreed that any differ-

ences there may be could be straightened out by mutual agreement and the unions withdrew their demand. Under the circumstances we make no recommendation as to either the demand itself, or the proposal made by the railways as to computation of holiday pay, save to say that in our opinion the methods of computation and payment should be uniform with regard to all employees in order to avoid interference with office efficiency which would result if the procedure were not uniform.

Philip F. Vineberg, the member of our Board appointed as nominee of the railways, has informed us that he is unable to concur in the recommendation of this report. David Lewis, appointed to the Board as the nominee of the unions, has agreed to sign this report subject to some additional observations by him, which are appended hereto. The Board wishes formally and warmly to thank the parties, their counsel and spokesmen for their help and assistance throughout.

(Sgd.) HAROLD F. THOMSON,  
*Chairman.*

(Sgd.) DAVID LEWIS,  
*Member.*

#### **Additional Observations**

I am pleased to be able to concur with the recommendations of The Hon. Mr. Justice Thomson, the chairman of this Board. I do so in the hope that the recommendations may form a basis for a peaceful settlement of the issues between the parties, since that objective is of paramount importance to Canada, particularly at this time. In doing so, however, I wish also to make some additional comments on some of the matters involved, particularly those on which my conclusions carry a somewhat different emphasis from that contained in the exhaustive analysis of the chairman.

As is clear from the chairman's report, most of the considerable time spent in hearing the parties was occupied in evidence and argument on what constitutes a fair and reasonable standard of comparison for the hearings of non-operating railway employees. In his analysis of this matter the chairman fully sets out the major factors in issue. On all the evidence before us, I am still firmly of the opinion expressed in the report of the Taylor Board in 1956, to which I was a signatory, namely, "that, with the necessary reservations arising from the fact that the railway industry is unique and that it has some occupations which cannot be found elsewhere, the durable goods group of manufacturing industries



remains the most nearly comparable and forms an appropriate standard as a guide to the settlement of disputes between the non-operating employees and the railways."

In my view, there is some misapprehension as to the nature of the durable goods standard. It should be remembered that this standard was first proposed by the railways as long ago as 1950 and was at that time and again in 1952 opposed by the unions. It is not my understanding that previous boards of conciliation and previous arbitrators chose and accepted this standard because of an exact parallel in respect of skills, sex composition, geographical distribution and other factors. It is not my understanding that the railways or the unions ever argued that there was such an exact parallel. The standard has in the past been accepted because it appeared to be, as it appears to me now, the most nearly comparable one. Although it was not until 1956 that the railways levelled a detailed attack on the durable goods standard, it is evident from the reports and awards which preceded that year that members of previous conciliation boards and that previous arbitrators were generally aware of the major differences, qualitatively if not quantitatively.

It is apparently agreed between the parties that a standard of comparison is extremely important to their dispute. Both the unions and the railways emphasized the importance of such a standard and directed their evidence and arguments mainly to that point. In fact, in their case, filed as Exhibit R1, the railways stated the issue in the following language:—

"The fundamental issue in these proceedings is what level of wages in the railway industry can be justified as fair and reasonable in the light of all the relevant facts.

"Two basic tests are necessary in the determination of the proper level of railway wages:

- "a) the wages paid should be adequate when tested by a reasonable standard of comparison;
- "b) any excess of wages over such basic standard must be limited by the industry's ability to pay."

Although the unions did not state the matter in the same language, it is my impression from their argument that they did not quarrel with the general proposition set out by the railways in the passage quoted above. The issue between the parties was this year, as it has been on previous occasions, the question of what constitutes "a reasonable standard of comparison". In all wage disputes standards of comparison

are of importance; in the case of the railways, they are of even greater importance.

There are two factors relevant to a consideration of railway wage disputes which give this added importance to the value of a standard of comparison. The first is that, even more than in all other industries, peaceful labour relations on the railways are an urgent necessity to the entire country. For this reason it has always been doubtful whether governments would be prepared to permit a serious interruption of railway services. This is, no doubt, the reason why arbitration was imposed by the then government after some days of strike in 1950. It is obvious that, although the right to strike has not been legally withdrawn from railway unions, it is difficult for the unions to exercise it both because of their responsibility to the community and because of likely intervention by governments. It is evident to me that in such a situation an appropriate yardstick which can guide the parties themselves as well as boards of conciliation to a fair and reasonable settlement of a wage dispute on the railways is of paramount, indeed, overwhelming importance.

The second reason why this is so derives from the fact, as was fully disclosed in the evidence before this Board as well as before previous boards, that railway income is subject to regulation and statutory control to an extent not experienced by the rest of Canadian industry. This regulation and statutory control results in the railways being required to perform uneconomical services for the benefit of the Canadian economy and the Canadian people as a whole. Inevitably, their net earnings are adversely affected. To put it briefly and in a rather over-simplified way, public policy is largely responsible for the alleged low level of railway earnings about which the railways complained to this Board as they have done to other tribunals. Because public policy plays this role in the railway situation, it is again important to have an objective standard of comparison for railway wages. Only on this basis is it possible to arrive at a level of wages for railway non-operating employees which would be fair both to them and to the people of Canada. It is my firm conviction that the only level of wages which is fair and reasonable is one which results neither in the employees of the railways subsidizing the people of Canada by a disparity between their earnings and those of comparable groups of Canadian workers, nor in the people of Canada subsidizing railway employees in permitting them to earn a wage above that enjoyed by comparable groups

of Canadian workers. This desirable result can be achieved only, in my opinion, if there is an accepted objective standard of comparison by which the parties and boards are guided in the resolution of railway disputes.

The durable goods standard was, in my reading of previous reports and awards, accepted because it appeared to be the most nearly comparable industrial composite. It was accepted and, indeed, originally urged by the railways, on the ground also that it represented, on the average, a group of higher paid Canadian workers. In my respectful submission, it is right that this should be so. When one remembers the tremendous size of the railway industry and its indispensable position of prominence in the Canadian economy as well as the many decades of labour organization on the railways, it is surely appropriate that earnings of railway employees be compared with those of workers in other basic industries and particularly those which pay relatively better wages. It would, in my view, be anomalous and unjust if it were attempted to depress the wages of railway non-operating employees to the levels of industries which are less important to the Canadian economy or to those which are on the decline. As the evidence showed, far from being on the decline, Canada's major railways are in the process of an impressive programme of expansion and modernization.

I do not ignore the evidence of the differences between the railways and durable goods industries, so fully and properly set out and commented upon by the chairman in his report. It is, however, none the less my conclusion that those differences do not outweigh the points of comparison and similarity and do not by any means invalidate the durable goods standard as being a fair and reasonable one with which to compare the earnings of non-operating railway employees.

In view of the history concerning the question of an appropriate standard of comparison, it would be highly regrettable if the unions were asked or forced to abandon the durable goods standard. The chairman in his report sets out the broad outlines of that history. The point I wish to emphasize is simply the following. Originally the unions laboured hard to retain parity with American wages as a proper standard. When they could not hold the position, they sought to establish the earnings in selected Canadian industries as the standard. They were forced to abandon both, in my opinion, for proper and valid reasons. Finally, from 1954 on, the unions

declared themselves ready to accept the standard originally promoted by the railways and established by several successive boards and arbitrators. In each case it was a retreat by the unions from a higher to a lower level of earnings, so that, for the reasons discussed by the chairman, they have ceased to be among the highest paid Canadian workers as they once were. I have no hesitation in concluding that, with the advance of the Canadian economy and Canadian wages as a whole, there did not remain any justifiable reason why non-operating employees of the railways should be ahead of comparable employees in the country. However, equally there is not, in my opinion, any justifiable reason for a standard which would bring non-operating railway employees below the levels of earnings in other basic industries or place them in the bracket of the lower paid rather than in the bracket of the better paid industrial composites in Canada. After all, they are employees of the most important basic industry in Canada.

I respectfully submit that this is a particularly reasonable conclusion when one remembers that more than 50 per cent of Canada's railway workers are employed directly by the people of Canada through the Canadian National Railways and that the actual earnings of the CPR in its railway operations are geared to the needs of public policy and the requirements of the Canadian economy as a whole. It is unthinkable to me that the Canadian people would wish their employees on their own railway and those of the privately-owned railway thus regulated and controlled, to earn less than a representative composite of Canadian workers in a group of basic industries.

The above are some of the reasons which impel me to continue to emphasize the appropriateness and reasonableness of the durable goods standard in spite of the differences outlined by the railways and commented upon by the chairman.

The second major matter on which I would like to make brief comment is the question of the relevance or otherwise of the railways' ability-to-pay argument. The report of the 1956 Taylor Board indicates that I was of the opinion at that time that the question of the railways' ability to pay, even if one accepted their statement of the position, should not be taken into consideration in a railway wage dispute. I still hold that view and wish to refer to a few of the reasons for it.

The question of the role of ability to pay in labour-management relations has been the subject of a great many comments

by experts in the field. Whatever may be the situation in respect of other industries, I respectfully urge that so-called ability to pay cannot be a factor in the determination of a wage dispute on the railways.

The major reason has already been alluded to. The award of Chief Justice Sloan in 1954 and the report of the Taylor Board in 1956 dealt exhaustively with the fact that the two main railway systems in Canada are obliged to lose tens of millions of dollars annually in uneconomic services arising out of the statutory grain rates and out of the needs of the Canadian people for passenger service regardless of cost. In other words, to the extent that the railways' plea of inability to pay is valid, it is directly the result of the policies of the Canadian Parliament, presumably pursued because of the needs of the Canadian economy and the Canadian people as a whole. This is not the place to make any comment on the merits of the policies except to say that, as a Canadian citizen, I fully appreciate and approve of the reasons which have led to the policies referred to. However, having created the causes for the resulting financial position of the Canadian railways, it is surely impossible for the Canadian people to use it as a reason for withholding from railway employees the level of earnings which, in my opinion, they are entitled to. And I venture to suggest that the Canadian people would share this view, if they had all the facts before them.

However, it must be emphasized, in fairness to the railways, that they did not plead inability to pay wages which meet the test of "a reasonable standard of comparison". It was their view that any excess over such a standard must be governed by the industry's ability to pay. This, therefore, takes us back to the question of what is a proper standard.

In any case, I am not at all convinced that the general approach of the railways to the financial position as part of a wage dispute is one which should in all respects commend itself to a board of conciliation. It is no doubt true that the railways have not shared in the general earning prosperity of Canadian industry in the postwar period. It is equally true that the rate of return on investment is much smaller for the railways than it is for the more prosperous sectors of Canadian industry. However, this surely to argue in circles. If one remembers that the railway industry is, by statute of the Canadian Parliament, regulated and controlled as to its rates and potential income, it necessarily follows that the net earnings of the Canadian Pacific Railway must be regulated and controlled,

both directly and indirectly. Perhaps it is in the nature of the railway industry that its earnings cannot be as high as those of unregulated industries serving only a sector of the Canadian economy instead of the entire economy. It may well be that because of the nature of railway operations and the needs of the Canadian economy and people, a rate of return of about, or even under, 3 per cent on investment is not socially and economically wrong.

There is one other point that cannot be overlooked. I fully agree that in relation to railway costs, only the rail operations of the CPR should be taken into account. However, when railway spokesmen allude to the condition of the Canadian Pacific Railway company on the capital market, as they did, surely it is no longer proper to limit consideration to factors relevant to the earnings of rail operations alone. The company goes on the capital market as one whole company, including its other operations and other income. In this connection, it is worthy of note that although both the net earnings from rail operations of the CPR and its other income were lower in 1957 than in 1956, the CPR did have a total of about 23½ million dollars as income from other than rail sources, as well as a little over 38 million dollars in net earnings from rail operations. The total income of the company, before fixed charges, was 61.7 millions of dollars in 1957. While this is not a large income related to the company's tremendous investment, particularly in rail operations, it does not, in my view, show a situation which should create concern or worry about the health of this very large Canadian enterprise.

Having said this, I would emphasize that the matter of railway income is, and should be, the concern of Canada's policy-makers, rather than that of a board of conciliation attempting to settle or to recommend upon a labour dispute. The Government, Parliament and the agencies which they have created are the ones which should deal with and pronounce upon the financial problems of the railways. For the reasons given, it is, in my view, not a matter to which a board of conciliation can give the necessary detailed attention.

However, the general state of the economy is an entirely different matter. It would, it seems to me, not be responsible for a board of conciliation to ignore the conditions of the economy as a whole at the time when it is considering a wage dispute placed in its hands. One cannot escape the fact that for many months Canada has been in the midst of an economic recession and that, although forecasters differ, it is



clear that we are not yet out of the economic difficulties and it is impossible to foretell with any precision as to when the climb upward will start or be completed. I cannot but agree with the chairman that, in view of the recession, moderation in wage settlements is perhaps unavoidable.

This is the major consideration which leads me to concur in the chairman's recommendation on the wages issue. It is true that, in the result, the earnings of non-operating railway employees will remain substantially below the level of those in durable goods. In the light of economic conditions, however, this seems to me unavoidable in the present circumstances.

I also have pleasure in concurring in the other recommendations of the chairman.

(Sgd.) DAVID LEWIS,  
Member.

### Minority Report

Philip Vineberg of Montreal, company nominee, submitted a minority report advocating that there be no wage increases granted at the present time. The unions asked for a combination increase of 11 per cent plus 17 cents an hour. Space does not permit publication of the complete report in this issue.

The full text of the minority report will appear in the October issue.

## Report of Board in Dispute between

Canadian National Railways (MV Bluenose)

and

Canadian Brotherhood of Railway Employees and Other  
Transport Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

The Board was composed of:

H. Carl Goldenberg, Esq., QC, Chairman,  
Professor Arthur J. Meagher, QC, nominee  
of the Employer,

Clifford Scotton, Esq., nominee of the  
Bargaining Agent.

Proceedings before the Board opened in Montreal on May 22, 1958, and were continued on the following day. Each party presented its case and was afforded an opportunity for rebuttal.

The Board finds that the original demands of the bargaining agent (hereinafter called the "union") numbered nine, but that the matters which remain in dispute have been reduced as a result of understandings reached between the parties or on suggestion of the Board. More particularly, union demands No. 5 (severance pay), No. 6 (contract work), and No. 8 (pay days) have been dropped, and No. 9 (proposed changes in rules) will be negotiated directly between the parties.

On the matters which remain in dispute, the Board, having heard and examined the submission of the parties, finds and recommends as is hereinafter set out.

### 1. Wages

The union demands that all rates of pay be increased by 11 per cent plus 17 cents per hour retroactive to the commencement of the calendar year 1958. The company submits that this demand is the same as that which has been submitted by the non-operating railway employees who are engaged in entirely different and wholly unrelated operations on the railway system. While the company further submitted that

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) Yarmouth, N.S.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Prof. Arthur J. Meagher, Halifax, and Clifford A. Scotton, Montreal, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Scotton. The minority report was submitted by Prof. Meagher.

The text of the majority and minority reports is reproduced here.

the increase demanded is undue and not warranted, it reiterated the offer which it had made during negotiations of a general increase of 4 per cent effective March 1, 1958, and a further 4 per cent on current wages on January 1, 1959, making in all an increase of 8 per cent in basic rates, the whole contingent upon a two-year contract commencing January 1, 1958.

Having considered the submissions of the parties and having examined the existing wage schedules and earnings, changes in the consumer price index since January 1956, and wages in comparable marine services, the Board recommends a two-year contract commencing January 1, 1958, with a general increase in current basic wage rates of 10 per cent, of which 5 per cent shall be retroactive to March 1, 1958, and the remaining 5 per cent shall become effective on January 1, 1959.

The Board recommends retroactivity only to March 1, 1958, because it finds that the union was in fact not bargaining prior to that date.

## *2. Health and Welfare*

The union demands that the present allowance of 20 cents for each day worked as a payment in lieu of a health and welfare plan be discontinued and that in place thereof the employees should be included in the non-operating railway employees' health and welfare plan (hereinafter called "the non-ops plan"). The company submits that this is another instance of duplication by the union of demands made on the railways by the "non-ops" group of unions. The company further submits that the current payment of 20 cents per day conforms with the general practice in the marine industry of Eastern Canada and that, having regard to this fact and to the free benefits provided under the Canada Shipping Act, the demand of the union should be denied.

The Board has given careful consideration to the submissions of both parties on this issue. It notes that Article 29 of the present agreement reads as follows:

### **Health and Welfare**

Effective January 1, 1957, unlicensed personnel will be allowed 20 cents for each day worked, as a payment in lieu of a health and welfare plan. It is understood that this allowance will be discontinued if and when a health and welfare plan is established.

The union submits that the health and welfare plan referred to in the last sentence of Article 29 was the "non-ops" plan which

is now in effect. The company denies this but does not explain what plan was contemplated by the parties.

It is clear to the Board that the contemplated plan could not have been one confined to the personnel of the MV *Bluenose* alone. The Board also finds that the "non-ops" plan which is now in effect is not confined to non-operating employees of the railways in that it covers or is about to cover, among others, employees of the B.C. coast ferries of the CPR and the employees of both CNR and CPR hotels. The Board understands that coverage under this plan was recently extended to employees of the Nova Scotian Hotel in Halifax, a hotel owned by the company.

Having regard to the extension of coverage under the "non-ops" plan to employees who are not considered non-operating railway employees, to the fact that coverage under the plan does not of itself constitute such employees non-operating railway employees, and to the further fact that the extension of coverage under the "non-ops" plan to the personnel of the MV *Bluenose* will not in effect increase costs to the company, the Board finds that it cannot reasonably maintain the objection of the company to the union's demand.

Accordingly, the Board recommends that the company support the application of the union for coverage under the "non-ops" health and welfare plan of the unlicensed personnel of the MV *Bluenose* as from January 1, 1959, subject to appropriate arrangements to avoid duplicate coverage having regard to the provisions of Part V of the Canada Shipping Act dealing with sick mariners and marine hospitals, and to the provisions of the Hospital Insurance Act of Nova Scotia.

## *3. Vacations with Pay*

The union demands three weeks vacation with pay after 10 years of service in lieu of the present provision of 15 days holidays after 15 years, and a maximum of four weeks vacation after 15 years. The company submits that the provisions of the existing agreement are more liberal than in comparable marine services and asks that the union's demand be rejected.

The Board recommends that the vacation provisions of the existing agreement be retained.

## *4. Statutory Holidays*

The union demands that an additional statutory paid holiday be added to the seven statutory holidays already recognized. The company submits that the employees already enjoy a preferred position in regard to paid statutory holidays.

The Board recommends that the provisions of the existing agreement with respect to statutory holidays be sustained.

(Sgd.) H. CARL GOLDENBERG,  
Chairman.

(Sgd.) CLIFFORD SCOTTON,  
Member.

### MINORITY REPORT

H. Carl Goldenberg, OBE, QC, chairman of the Board appointed to conciliate the above dispute, has informed me by long distance telephone of his recommendations regarding the items in dispute. I understand that these will be concurred in by Clifford Scotton, nominee of the union.

With regret, I must disagree with the recommendations respecting the union's demands for increased wages and for the adoption of the railway's health and welfare plan.

### The Wage Demand

The union represents the ninety-two members of the unlicensed personnel of the Motor Vessel *Bluenose*, of 6,419 gross tons, which carries passengers and road vehicles between Yarmouth, Nova Scotia and Bar Harbour, Maine. It is a local operation which is in no way connected with the railway operations of the Canadian National Railway Company, for the vessel carries no railway freight and there is no rail connection at Bar Harbour. The MV *Bluenose* was purchased by the joint contributions of the Province of Nova Scotia and the Government of Canada. It is registered in the name of the latter and its management and operation is entrusted to the Canadian National Railway Company by the federal Government. The service has been a great assistance to the tourist and trucking industries of the province of Nova Scotia, but financially it has been a substantial drain on the public purse. The operating deficit for the service was \$304,351 in 1956, and \$278,093 in 1957. If amortisation of construction costs and depreciation charges are added, the deficits amounted to \$897,655 for the year 1956

and \$882,554 for the year 1957. The company is not in a position to raise its tariffs for passengers and vehicle traffic utilizing the service.

When the MV *Bluenose* was first placed in operation in the spring of 1956, the unlicensed personnel of the ship were hired on at the same wage rates as those paid on the SS *Princess Helene*, which is operated by the Canadian Pacific Railway on a comparable service between St. John, New Brunswick and Digby, Nova Scotia. In June, 1956, the unlicensed personnel of the SS *Princess Helene* received a four-step wage increase of 3 per cent, 3 per cent, 2 per cent and 3 per cent spread over a two year period. At the same time, the union representing the unlicensed personnel of the MV *Bluenose* accepted a wage increase of 8 per cent retroactive to January 1, 1956 in lieu of the *Princess Helene* rates. As a result, the *Bluenose* personnel enjoyed a higher wage rate during most of the two years of the contract, but at the end of the term their rate was 3 per cent lower than that enjoyed by the *Princess Helene* crew.

In addition, the unlicensed personnel of the MV *Bluenose* received certain other fringe benefits over and above those enjoyed by the crew of the *Princess Helene*, such as a higher overtime rate, more statutory holidays, continued employment while the ship is in drydock, and other contract items. The result is that the average of the 19 seamen of the *Bluenose* for the year 1957 was \$3,080 each as compared with \$2,898 for those on board the *Princess Helene*. The 18 assistant stewards of the *Bluenose* received an average of \$2,790 during the same period as compared with \$2,654 for those on board the *Princess Helene*.

The hourly rates for the various crew members of the MV *Bluenose* are generally higher than those paid to their counterparts on the MV *William Carson*, or on the "Dosco" ships which operate on the Atlantic seaboard, as well as on the Great Lakes ships. The following are the comparable rates:

	MV <i>Bluenose</i> 40 hr. week	Great Lakes 56 hr. week	Dosco 48 hr. week	MV <i>William Carson</i> 45 hr. week
Seaman/deckhand .....	\$1.241	\$1.166	\$)1.17 A.B. (1.03 O.S.	\$1.113
Asst. Steward/messman .....	\$1.210	\$1.166	1.07½	1.082
Wiper/trimmer .....	1.210	1.166	1.11½	1.060
Oiler .....	1.334	1.408	1.20½	1.174
Second Cook .....	1.490	1.220	1.17	1.295
Second Steward—				
Sen. ....	1.614	N.C.	1.17	N.C.
Jun. ....	1.460			
Quartermaster .....	1.303	1.408	N.C.	1.148
Bosun .....	1.334	1.49	1.27	1.207

(When carried)



The present wage rates of the unlicensed personnel of the MV *Bluenose* also compare favourably with average weekly earnings in the city of Halifax and in the province of Nova Scotia. On January 1 of 1957 and 1958, the average weekly wage of the *Bluenose* crew was \$54.63 for each period, while the average for the same periods for employees in Halifax was \$50.66 and \$54.02, and for employees in Nova Scotia of \$52.71 and \$55.48. The above *Bluenose* figures do not include the value of the free board and lodging supplied to the men when they are aboard the ship. Free meals received during five of the seven days which each man works would be worth five dollars or more a week.

Apart from the 3 per cent differential now existing between the *Bluenose* and *Princess Helene* rates, the present wage rates of the unlicensed personnel of the MV *Bluenose* are the highest paid on the Canadian Atlantic seaboard. They are considerably higher than those paid by most private operators of coastal shipping. In addition, the personnel have a forty hour week, pensions, and free railway pass privileges, permanent employment and other benefits. An indication of the attractiveness of their employment is the fact that during the past year, the company had over four hundred applications for positions on the *Bluenose*.

During the negotiation held prior to the appointment of the Board, the company offered the union a two year contract with a 4 per cent increase effective March 1, 1958, which was to be increased to 8 per cent on January 1, 1959. The union countered with an increase of 10 per cent in two steps of 6 per cent and 4 per cent.

In view of the top wage rates enjoyed by the unlicensed personnel of the MV *Bluenose* in relation to the rates paid by the shipping industry on the Atlantic coast and on the Great Lakes, as well as that paid by industry in general in the province of Nova Scotia; the fact that the *Bluenose* has been operated at a substantial deficit in the past which may be increased this year because of the effect of the recession and the operation of a competitive service between the ports of Yarmouth and Boston; that the company's 8 per cent offer would place the wage rates of the *Bluenose* personnel, not only 5 per cent higher than the *Princess Helene* rates, but apparently the highest of any ship operating out of Canadian ports on the Atlantic coast or on the Great Lakes; and that the increase is in line with increases presently being granted by industry, I am of the opinion that the 4 per cent and 8 per cent increase offered

by the company are reasonable under the circumstances and should be recommended for acceptance.

### Health and Welfare Demand

I am of the opinion that the health and welfare demand of the union should not be recommended on the following grounds:

- (a) With the exception of the unlicensed personnel of the MV *Abegweit*, apparently no crew members of any other Canadian ship operating on the Atlantic coast or on the Great Lakes has the health and welfare plan requested by the union. This plan was set up for the non-operating employees of the railways whose conditions of employment are quite different from marine workers.

Marine employees have always enjoyed the medical and hospitalization benefits provided for by the provisions of the Canada Shipping Act. In later years, these benefits were supplemented by the payment of twenty cents per day to the crews of many of the ships. This plan exists on the MV *Bluenose*, the SS *Princess Helene*, the 16 ships engaged in the railway's Newfoundland services, as well as on the ships of the "Dosco" fleet. With the exception of the unlicensed personnel on the *Abegweit*, no crew members enjoy a better health and welfare plan than that possessed by the personnel of the *Bluenose*, and the union has presented no arguments why a precedent should be made in this case. In fact, most employees in the province of Nova Scotia pay the full cost of Maritime Medical and Blue Cross Care, and only enjoy the privilege of having their employer deduct the cost thereof from their wages.

An exception has existed in the case of the unlicensed personnel of the MV *Abegweit*, which has enjoyed the "non-ops" health and welfare plan since about the time of its inception. This ship carries the railway cars between the provinces of New Brunswick and Prince Edward Island, which is an entirely different type of operation from that carried on by the *Bluenose*. Even on the *Abegweit*, the deck and engineering officers have the twenty cents per day plan.

- (b) As already mentioned, it is clear that the *Bluenose* operation is a separate service which is not related to the railway service. Unlike the *Abegweit*, the *Bluenose* is not a connecting link for the railway.

It is self-evident that the crew of the *Bluenose* are not railway, but marine employees. Their working conditions are quite different and are governed by the provisions of the Canada Shipping Act. Complications could arise in the future if the *Bluenose* working agreement was tied in with any plan applicable only to railway employees, for it is quite possible at a later date that the operation and management of the *Bluenose* may be entrusted to another department of the federal Government or to a department of the province of Nova Scotia.

(c) The present position of the crew members of the *Bluenose* with respect to health and welfare protection is far superior to that enjoyed by most employees in Nova Scotia, whether marine or otherwise. The position of the men on the *Bluenose* is as follows:

1. Under section 318 of the Canada Shipping Act, any sick mariner is entitled to receive gratuitously such medical, surgical or other treatment as his case requires. The Act also provides for free hospitalization and medical treatment aboard the ship.

2. Under Article 16 of the existing collective agreement, any employee of the *Bluenose* who has to be signed off in a foreign port because of illness or injury, is entitled for a period of twelve weeks to two thirds of his basic pay until he is returned to his home port or recovers.

3. On January 1, 1959, every resident of Nova Scotia will be entitled to free hospitalization under the provisions of the Hospital Insurance Act, which has recently enacted by the Province of Nova Scotia. The cost of the scheme will be defrayed by the imposition of a 3 per cent sales tax on goods sold within the Province.

4. In this province, most people are covered by the Maritime Medical Care, a scheme set up by the medical profession to provide medical care to its group sub-

scribers. The scheme provides for a nearly complete medical coverage, with the possible exception that a few of the specialists charge an additional fee for their services. The group rates of the service on a monthly basis are as follows:

Single person .....	\$2.80
Married couple .....	\$5.30
Married couple with family ....	\$7.30

5. The usual Blue Cross Hospitalization scheme exists in the province, but it is anticipated that this will be supplanted by the province hospital scheme on January 1 next.

At the present time, the crew of the *Bluenose* would appear to have a complete medical and hospital coverage on themselves. If the 20 cents per day payment is applied to Maritime Medical (with a small supplementary contribution by the crew member), the employees of the *Bluenose* and their families will enjoy adequate medical and hospital coverage after January 1 next. Their present coverage is certainly far superior to that enjoyed by most employees in Nova Scotia.

It should be noted that the adoption of the "non-ops" plan would result in a duplicate medical and hospital coverage.

(d) The granting of the requested additional fringe benefit is a precedent which will affect not only the crew members of the *Bluenose* at the present time, but could have far reaching application in the future. No substantial reason has been adduced by the union in this case for the granting of such a far-reaching fringe benefit.

I wish to join with the other members of the Board in their thanks to the representatives of both parties for the courtesies and co-operation extended to the Board during the hearings. I also wish to similarly express my appreciation to the other members of the Board.

(Sgd.) A. J. MEAGHER,  
Member.

## Britain, U.S. Move to Stimulate Scientific Training

Both Britain and the United States are stimulating the education of scientists.

In Britain, school laboratories are being sponsored and equipped by large industries, according to exchange teachers from the United Kingdom on their arrival in the U.S. "There's such an outcry for technically trained workers from large industries that science rooms are being built in all schools," one teacher said.

Science classes are becoming popular with girls, it was reported.

In the U.S. a bill to improve scientific training was passed last month. The bill will speed schooling in science by federal, college and university scholarships, student loans, fellowships, improved teaching equipment and stipends for summer institutes to teacher preparation.

# Report of Board in Dispute between

The Packers Steamship Company Limited

and

Seafarers' International Union of North America

The Board of Conciliation established to deal with the above dispute is composed of T. R. Watt, nominee of the employer, Owen E. Mason, nominated by the employees, and F. E. Harrison, Chairman.

At the first sitting of the Board held at Vancouver on February 6, the following representatives of the interested parties were in attendance:—

*Seafarers' International Union of North America*

Norman Cunningham, Agent

E. C. Thompson, Committee

Earl Macdonald, Committee

I. Gibeault, Committee.

*The Packers Steamship Company Limited*

Lorne C. Hume, Manager, Industrial Relations

Robert McLennan

M. F. Aldous, Manager, Packers Steamship Company Limited.

At the sitting referred to, the union representatives presented a copy of a proposed agreement (Exhibit 1) relating to wages and working conditions affecting unlicensed personnel employed on motor vessels and barges operated by the company, to which they requested acceptance. The document contains sixty-one (61) clauses, many of them being of a non-controversial nature.

The previous agreement that was in effect between Packers Steamship Company Limited and the Seafarers' International Union was effective from November 4, 1956 and expired on October 31, 1957 (Exhibit 2).

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and The Packers Steamship Company Limited, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Watt and Owen E. Mason, both of Vancouver, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mason. The Minority Report was submitted by Mr. Watt.

The text of the majority and minority reports is reproduced here.

On behalf of the company, and in reply to the requests of the union, Lorne Hume, Manager Industrial Relations, presented a brief (Exhibit 3) setting forth the conduct of negotiations between the parties concerned covering a period from the date of the expired contract until February of the current year. He also submitted a list of clauses which were tentatively agreed upon and that were still in dispute (Exhibit 5).

At a subsequent meeting the members of the Board recommended that the parties concerned should hold further conversations in an effort to reconcile their differences. As a result the Board was informed that a mutually satisfactory understanding had been concluded upon all but the following items:

1. Union Security.
2. Welfare Plan.
3. Sailing Shorthanded.
4. Hours of Work.
5. Cargo Work.
6. Overtime Hours.
7. Manning Scale.
8. Wages.

During the sitting of the Board informative and interesting briefs were read and filed by the union and the company, as well as oral and written rebuttals. Every opportunity was afforded to representatives of the parties to present their respective sides regarding the matters at issue. After due deliberation and consideration of the evidence submitted, the Board recommends as follows:

## 1. Union Security

That the present clause relating to union security and checkoff be retained as provided for in the expired contract.

## 2. Welfare Plan

That the company should contribute an amount equivalent to twenty (20c) cents per man day worked to the welfare plan of the Seafarers' International Union, such sums to be remitted to the union.

## 3. Sailing Shorthanded

### *Division of Wages of Absent Members:*

When a vessel sails short of the full complement of unlicensed personnel, the basic wages and leave of any missing crew member shall be divided among those upon whom the extra duties fall, but no overtime shall be paid except under circumstances in



which overtime would normally have been paid had the full complement been carried. The division of the basic wages and leave of any absent crew member shall be made only among the other crew members who, in addition to their regular duties, perform work which would normally have been performed by the absent crew member.

#### 4. *Hours of Work*

That the clause relating to hours of work contained in the expired agreement should be retained in its present form.

#### 5. *Cargo Work*

That the present clause of the former contract should be retained in its present form.

#### 6. *Overtime Hours*

That the second paragraph of Section Nine, Article III, of the expired contract should be deleted, and the following clause substituted therefor:

That overtime shall be calculated as follows: Any member called upon to work off watch or day workers called on to work outside the schedule set forth in the agreement, except for cargo work, shall be paid overtime at the rate of time and one-quarter per hour. Overtime shall be calculated in half ( $\frac{1}{2}$ ) hour periods.

#### 7. *Manning Scale*

That the representatives of the company and the union confer with a view to concluding a mutually acceptable solution of that problem.

#### 8. *Wages*

That the wage rates for unlicensed personnel be increased by sixteen (16) per cent effective from July 1, 1958, and that an additional increase of eight (8) per cent be made effective from July 1, 1959.

#### *Term of Agreement*

That a mutually satisfactory agreement be entered into between the Packers Steamship Company Limited and Seafarers' International Union of North America, Canadian District, for a period of two (2) years from July 1, 1958, and to expire on June 30, 1959.

(Sgd.) F. E. HARRISON,  
Chairman.

(Sgd.) OWEN E. MASON,  
Member.

## MINORITY REPORT

After giving careful consideration to the submission made by both parties to this dispute I beg to submit this minority report.

I wish, first, to report that I am in accord with the recommendations made by the majority of the Conciliation Board except for the following:

#### 1. *Manning Scale*

The number of men required to man these vessels is solely a matter for company determination and decision. The costs of operating these vessels has become excessive and as a result previous practices must be reviewed. It is my recommendation that the company make such a review and adjust the number of employees accordingly.

#### 2. *Wages*

In view of the economic conditions facing shipping on the West Coast and particularly the problems of Packers Steamship Company Limited, my recommendation on wages is as follows:—

- (a) In the event that the company is able to reduce the costs of operation as a result of the review recommended in (1) above, then the present wage rates be increased by 16 per cent effective July 1, 1958, and a further 8 per cent effective July 1, 1959.
- (b) In the event that such a review does not allow a cost reduction in the operation, it would then be my recommendation that wages not be increased at this time.

#### 3. *Cargo Work*

It is my recommendation that the rates to be paid for cargo work, effective July 1, 1958, be as follows:—

- (a) On watch ..... \$1.10 per hour
- (b) Off watch ..... \$1.48½ " "

(Sgd.) T. R. WATT,  
Member.

## Fair Employment Practices Acts in Effect in 13 U.S. States

Action towards establishment of fair employment practices legislation was recorded in several American states in 1957.

Colorado and Wisconsin amended their existing anti-discrimination laws to put them on a compulsory basis, so that if a party in a discrimination case refuses to comply with the decision of the agency administering the law, the state courts may enforce a settlement.

Compulsory fair employment practices laws are now in effect in 13 states and Alaska, while voluntary measures, not enforceable in courts, exist in Indiana and Kansas.

Oregon and Washington amended their anti-discrimination legislation while California introduced such a measure in the Legislature.

# LABOUR LAW

## Changes in Provincial Apprenticeship and Tradesmen's Qualification Laws in 1958

Three provinces, Saskatchewan, Nova Scotia and New Brunswick, make changes in laws dealing with apprenticeship, tradesmen's qualification

At the 1958 sessions of the Legislatures, changes were made in the legislation dealing with apprenticeship and tradesmen's qualification in Saskatchewan, Nova Scotia and New Brunswick.

### Saskatchewan

In Saskatchewan, a provision of the Apprenticeship and Tradesmen's Qualification Act restricting the compulsory certification of tradesmen to the cities and the two largest towns of the province was deleted, with the result that the requirement that a tradesman in any designated trade must hold a certificate of status in order to work at his trade may now be applied anywhere in the province.

The Act now lays down a general prohibition that no person "who is required by the regulations" to hold a certificate of his status as an apprentice or tradesman in a designated trade may work at the trade without the required certificate. The policy of the Department of Labour is gradually to extend the certificate-holding requirement throughout the province in each trade in which it is desired and practicable.

Under trade regulations now in effect, every tradesman engaged in the trades of motor vehicle mechanics repair, barbering or beauty culture anywhere in the province must hold a certificate of status. Similarly, every tradesman engaged in the carpentry, plumbing, sheet metal or motor vehicle body repair trades in any of the cities of Saskatchewan or in the town of Melville (including the area within a five-mile radius of such centres) is required to hold a certificate. Employers in these trades in the places indicated are prohibited from hiring a tradesman unless he holds a certificate indicating his qualifications in the trade. Tradesmen in the carpentry, plumbing, sheet metal or motor vehicle body repair trades in areas other than the cities or the town of Melville and those engaged in the remaining designated trades are not required to hold certificates of status but may obtain them on a voluntary basis.

A certificate of status can be obtained only by qualifying in an examination. An applicant must also show proof that he has had the necessary trade experience to qualify for journeyman status. The length of time that must be spent at a trade in order to obtain a certificate of qualification is specified in the appropriate trade regulations.

Other amendments to the Act enable the Minister of Labour to suspend, cancel, or require the return of a certificate of status for cause, and make it an offence, punishable on summary conviction by a maximum fine of \$100, for a person to assist a candidate taking a trade test or examination for a certificate of status by disclosing to him the contents of the examination or for a candidate to acquire such information before taking the examination.

### Nova Scotia

In Nova Scotia, the Apprenticeship Act and the Tradesmen's Qualification Act were consolidated in one statute, the appropriate changes being made. The resulting Act, cited as the Apprenticeship and Tradesmen's Qualifications Act, combines, as does the legislation of Newfoundland, Ontario and Saskatchewan, provisions regulating the training of apprentices with provisions for both voluntary and compulsory certification of tradesmen.

Up to the present, the authority given to the Lieutenant-Governor in Council under the Tradesmen's Qualification Act (which was enacted in 1945 and proclaimed in force in 1946) to make the certification of tradesmen in a designated trade mandatory has not been exercised. Certificates of qualification have for some years been issued, on a voluntary basis, to tradesmen in the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

motor vehicle repair, plumbing, steamfitting and electrical construction trades under the Apprenticeship Act. In the new consolidation, as in the former Tradesmen's Qualification Act, provision is made for exemptions, where regulations require the holding of a certificate, in cases where it is not practicable to secure the services of a certificated person or where a person is employed to do emergency work.

### **New Brunswick**

In New Brunswick, an amendment to the Trades Examination Act, which provides for the examination and certification of tradesmen in certain trades on a voluntary basis, added the motor vehicle repair (mechanical) trade to the trades covered by the Act. Certificates of qualification are now issued under the Act in the electrical, electric and gas welding, plumbing and pipefitting trades.

### **Certification of Journeymen**

Provision is made for the certification of journeymen in certain designated trades in most of the provinces as an integral part of the provincial training programme. With certain exceptions, noted below, certification

is voluntary, that is, a tradesman who wishes to obtain journeyman status may make application to the Department of Labour and, if he is found competent on examination and can prove that he has had the length of practical experience required for journeyman status in the trade, may be issued a certificate of qualification.

In the provinces of Alberta, Saskatchewan, Ontario and Quebec, however, it is compulsory for certain classes of tradesmen to hold certificates of competency in order to work at their trade. In Alberta in the 11 trades designated under the Tradesmen's Qualification Act, in Saskatchewan in seven trades (some when carried on in urban centres, others when carried on anywhere in the province), and in Ontario in the motor vehicle repair trade, a certificate of qualification is required. In Quebec, certificates of competency must be held by journeymen in some of the trades covered by decrees under the Collective Agreement Act. In Newfoundland, and, as already noted, in Nova Scotia, the Act authorizes the adoption of a system of compulsory certification with respect to a designated trade but no action has been taken under this authority.

## **Legal Decisions Affecting Labour**

**Decision ordering syndicate to pay damages confirmed in Quebec appeal court. Two interim injunctions against picketing continued in Ontario**

In connection with a strike at Canadian Vickers in Montreal in 1952, the *Union Nationale des Employés de Vickers* lost its appeal against a decision requiring it to pay damages to the company for losses suffered by the company because non-striking employees were prevented from working. The appeal court reduced the amount of the damages.

The Ontario High Court of Justice issued two orders continuing interim injunctions against picketing until trial of the action, one in the case of the Great Lakes Pilot Association at Kingston and the other applicable to building trades unions in Toronto.

### **Ontario High Court of Justice . . .**

**. . . confirms injunction on ground that object of picket line not solely to communicate information**

On May 12, 1958, the Ontario High Court of Justice confirmed an injunction order, granted by Judge Strange of the County

Court at Kingston, restraining the members of the Great Lakes Pilot Association from picketing.

The circumstances of the dispute were as follows.

The Canada Shipping Act sets up certain pilotage districts. The pilotage districts for Montreal and Quebec are set up under the statute; the St. Lawrence, Kingston, and Ottawa district by order-in-council. There is no pilotage district above Kingston, but ships may carry sailing masters who perform certain pilotage duties.

In April 1957, a shipping federation of which Canadian Overseas Shipping Ltd. (the plaintiffs in the case at bar) is a member informed the Great Lakes Pilot Association that it would require sailing masters only from Port Weller to Sarnia. The Association insisted that sailing masters should be carried at all times above Kingston. Failing agreement, the Association picketed the dock at Kingston with the result that many pilots for the Kingston-Montreal run refused to cross the picket line and the outbound ships had to proceed without pilots or tie up.



An injunction restraining the Association from picketing was granted by a local Judge at Kingston and later the company applied to the Court to have the injunction continued until trial.

Chief Justice McRuer in his ruling stated that the dispute in the case at bar narrowed down to the issue that the federation had decided that it wanted sailing masters only from Port Weller to Sarnia while the Association had decided that the ships must carry them and pay for them whether they wanted to or not.

He was not convinced that the sole object of the picket line was to inform sailing masters of the dispute between the Association and the federation. It was quite clear that the picket line was set up in order to enforce the Association's decision by preventing outbound ships from obtaining pilots for the run down the river, thus inducing the pilots to violate their statutory duties.

In the opinion of the Court the Association was trying to obtain a legislative result that all foreign ships plying the Great Lakes must carry sailing masters, while in the absence of properly enacted legislation the ships were entitled to refuse to carry them. The matter of safety was for the legislature and the Association's argument based on the requirement of sailing masters on grounds of safety was for Parliament to decide.

Further Mr. Justice McRuer added that it was a tortious act to deprive anyone of his contractual rights. The Association was not entitled so to act as to deprive the federation of its rights under the Canada Shipping Act to have pilots for the outbound run. That was a matter for legislative action and could not be sanctioned by judicial decision. As that was the purpose also of the picket line, the Association ought to be enjoined from placing pickets so as to interfere with the pilots performing their full duty under the Act.

He held that the injunction as granted by the local judge was too broad. It should restrain picketing on or in the vicinity of wharves or premises where pilots board ships plying in the St. Lawrence, Kingston and Ottawa pilotage district or in any way interfering with pilots who wished or were under a duty to board ships at Kingston. *Canadian Overseas Shipping Ltd. v. Kake*, (1958) O.W.N. No. 25, p. 300.

### Ontario High Court of Justice . . .

. . . confirms injunction restraining picketing on ground of interference with contractual rights

On May 12, 1958, Chief Justice McRuer of the Ontario High Court of Justice ruled that an interim injunction restraining build-

ing trades unions from picketing certain buildings under construction in Toronto should continue.

The plaintiffs, Wilson Court Apts. Ltd. and Diamond and Mogil, Builders, were building apartment buildings on adjoining lands. Diamond had a collective agreement with the Building and Construction Trades Council but the building of housing projects was excluded from its application. Wilson had no collective agreement. Both plaintiffs sub-contracted with Tobarrio Contractors Ltd., which employed non-union labour.

The Council objected to Diamond against the contract with Tobarrio, and one of the executives of the Council threatened that if Diamond would not compel Tobarrio to comply with union demands the buildings would be picketed with the effect that supplies of material would be cut off and the construction stopped until the Tobarrio contract was broken, or Tobarrio toed the line. When Tobarrio refused to comply with Council's demands, the picketing started and work was stopped.

An interim injunction was granted restraining the picketing and the plaintiff companies applied for the interim injunction to continue until trial.

Chief Justice McRuer in his ruling on the application noted that counsel for the Council contended that the arbitration provisions of section 32 of the Ontario Labour Relations Act were to be read into the contract. The Council, however, made no attempt to take the dispute to arbitration and would agree to take it to arbitration only on condition that work was stopped in the meantime. This, in the opinion of the Court, supported the contention that the picketing was intended to interfere with the plaintiffs' contractual rights. Section 32 was intended to prevent a work stoppage pending arbitration. It would strain section 32 to hold that a party who contended that the collective agreement applied to the work in question had a right to have the work stopped pending arbitration.

Also the Court was of the opinion that this section of the Labour Relations Act was never intended to tie the hands of the Court so that it could not inquire as to whether this was a building project. The collective agreement ought to be construed in its ordinary meaning. In the opinion of the Court the project under construction was to supply housing, but that, of course, was the question the trial judge would have to decide.

Chief Justice McRuer also noted that there was a much broader and more important question to be considered in this case, namely, the line between lawful strikes and picketing and conspiracy to injure in order to obtain benefits for a particular person or class.

The Court made an order continuing the interim injunction until trial.

*Wilson Court Apts. Ltd. v. Genovese*, (1958) O.W.N. No. 25, p. 302.

### Quebec Court of Queen's Bench . . .

... rules union liable for damages when picketing organized by union carried out in illegal manner

On July 17, 1957, the Quebec Court of Queen's Bench (in appeal) by a majority decision modified a judgment of the Superior Court by reducing the amount of damages granted by the trial judge against a union. The Court confirmed the decision of the Superior Court that the picketing of the employer's plant, as organized and directed by the union's representatives, was carried out in an illegal manner and the employer suffered damages by reason of the fact that picketing employees legally on strike prevented a substantial number of non-striking employees from working.

The dissenting judge would accept the union's appeal in full on the ground that the stoppage of work was not due to the fact of picketing as such but to the gathering of workers due to the strike, which fact excluded the bond of causality between the union's activity and the damages suffered by the employer.

The circumstances of the dispute, as related in the reasons for judgment, were:

The Canadian Vickers Company Limited has shipyards in Montreal and works connected with ship-building and employs several thousand workers. The *Union Nationale des Employés de Vickers*, affiliated with the Canadian and Catholic Confederation of Labour, was a bargaining agent for a certain category of workers employed by the company, those employed in the marine department.

As a result of differences when negotiating a collective agreement, the members of the defendant union voted on August 1, 1952 in favour of a strike. When the conciliator failed to achieve agreement, the officers of the union ordered the strike, which started on August 19, 1952. At the same time the union decided to establish a picket line.

The company argued that illegal picketing organized by the union prevented the

workmen who were not on strike from working and the company brought an action against the union claiming \$10,000 damages.

The findings of the trial judge were as follows: The employees of the company as represented by the union were legally on strike, but there was a substantial number of other employees who were not legally on strike; the union organized the picketing of the company's plant which prevented the majority of those of the company's employees who were not legally on strike from working on August 19, 1952; the picketing as organized by the representatives of the defendant union was carried out in an illegal manner; the company had suffered damages to the extent of \$2,000 as the result of the said illegal picketing, being the loss sustained by the payment of salary to employees who were prevented from working on that day.

The judgment was rendered on April 29, 1955 by Mr. Justice Brossard of the Superior Court and was appealed by the union.

The Court of Queen's Bench (in appeal) found, with one judge dissenting, that the evidence supported the findings of the trial judge that the employees of the plaintiff company were prevented from working on the day in question by the illegal activities of persons who were picketing the plant and that the picketing was organized and directed by representatives of the defendant union. However, the Court found that there was no proof connecting the union with many of the illegal acts of which the company complained. Also it would appear from the evidence that many of the employees of the company who were not legally on strike refrained from working rather because of the fact of the strike than because of illegal acts ordered or condoned by the union. Further, the Court found that the evidence did not establish that the damages suffered by the company as the direct result of the illegal acts for which the union was responsible amounted to \$2,000, but such damages amounted to not less than \$500.

The Court maintained the appeal in part and set aside the judgment condemning the union to pay the sum of \$2,000, and ordered the union to pay the company the sum of \$500 with interest from April 29, 1955, and costs.

(Mr. Justice Bissonnette, dissenting, would have maintained the appeal in full and would have dismissed the company's action with costs.)

Mr. Justice Montgomery in his reasons for judgment stated that the union and its members were engaged in a legal strike.

They had the right to picket the company's plant for the purpose of obtaining or communicating information regarding the strike within the limits of subsection 2 of section 366 of the Criminal Code.

The issue of the case depended on whether the company had established that the picketing was carried out in an illegal manner, that any such illegalities were ordered or sanctioned by the union, and that the company suffered damages as the result of such illegalities beyond the damages that it might have suffered had the picketing been carried out in a strictly legal manner.

The evidence had shown that the picketing was on the whole peaceful and most of those who made a serious effort to enter the main plant were able to do so, though sometimes with difficulty. The fact remained, however, that the principal entrance to the plant and also the entrance to the plate or boiler shop were blocked by solid masses of workmen. This certainly went beyond what was necessary for obtaining or conveying information, and, in Mr. Justice Montgomery's opinion, numerous illegal acts were committed.

He also found a large measure of justification in the union's contention that, if illegal acts were committed, they were acts of individuals for whom the union was not responsible. The union could not be held responsible for the acts of every individual who was in the vicinity of the plant that day, and many of the illegal acts complained of were committed by persons who were not members of the defendant union. However, it was sufficiently established that the picketing was organized by officers and representatives of the union. While these representatives may have made an effort to avoid violence, they also appear to have made a concerted and deliberate effort to see that no hourly-paid employees, whether legally on strike or not, entered the plant that day.

Mr. Justice Hyde was in agreement with Mr. Justice Montgomery as to the disposition of this appeal. In his opinion, the evidence showed that the picket line went considerably beyond the "watching and besetting" permitted by the Criminal Code, and beyond what is reasonably permissible in matters of this sort. Actually the picket line established by the union actively prevented, not by example but by positive act, non-striking employees from entering the plant and the act of so doing is actionable. Whether that act was deliberate or not on the part of the union was not established, but it was done by persons under its control.

Mr. Justice Bissonnette in his dissenting opinion noted that the union pleaded that it did not commit any illegal act and that there was no causality bond between the picketing which the union had authorized and the damage claimed by the company.

He noted that the trial judge in rejecting the union's contention had stated that the picketing of which the members of the union availed themselves was illegal and outside the boundaries of the picketing implicitly permitted by the Criminal Code, and constituted a wrongful act having for its object and effect the violation of somebody else's right; and further that the trial judge had stated that the evidence proved that the picketing in question was ordered by the officers of the union and organized by some of them.

In rejecting the stand taken by the trial judge, Mr. Justice Bissonnette noted that the defendant is a syndicate affiliated with the Canadian and Catholic Confederation of Labour. The syndicate has a corporate entity, and, independently of the CCCL, it is subject to rights; consequently in evaluating the facts a distinction should be made between the conduct of certain officers of the CCCL and those of the syndicate in question. The syndicate could be held responsible only if it was proved that its officers, acting in their official capacity, wanted and organized illegal picketing or allowed or tolerated the violation of law by the instructions they issued. Mr. Justice Bissonnette thought that the evidence in this respect was lacking.

It could not be denied that there was a vast gathering of people, that it was the syndicate's decision to establish a picket line and that free access to the buildings was obstructed, an action which was accompanied by intimidation or false information. Also it appeared to Mr. Justice Bissonnette that the members of the syndicate committed an illegal act in contravening the freedom to work, thus being subject to the penalties provided by section 366 of the Criminal Code. However, in his opinion this was not the decisive point of this action. It was not a question of deciding whether an unlawful gathering of the people engages the responsibility of the union, but if the picketing, so far as it could be considered illegal, was the direct and immediate cause of the cessation of work.

It appeared to him that the picketing was only a distant and indirect cause of the stoppage of work and that the real cause was the fact of the strike itself. In theory, every worker, not being informed about the strike which was declared during the night, does not contravene section 366 of



the Criminal Code when he goes to his employer and finds that the work was suspended by his syndicate. This is the exception provided by the spirit if not by the letter of section 366 of the Criminal Code. In order to put the fault and responsibility on the syndicate, the evidence should prove that this was all intended and arranged by the officers of the union in question, or that those officers were on the spot and could, by taking effective measures, allow the work of the day shift to proceed.

According to Mr. Justice Bissonnette the company did not establish any fault or

any reprehensible act that could be imputed to the union in question. The responsibility of the union could not be maintained unless it was established that the legal act of picketing became illegal by the will of or the tolerance shown by the union and that the officers of the union were instrumental in bringing this change about. Nothing of this kind was proved. This was enough to reject the company's action.

For these reasons he would accept the union's appeal. *Union Nationale des Employés de Vickers v. Canadian Vickers Limited* (1958) B.R. No. 6, p. 470.

## Recent Regulations under Provincial Legislation

**Trade of heavy duty mechanic declared apprenticeable trade in Alberta;  
Saskatchewan issues regulations setting standards for plumbing work**

The trade of heavy duty mechanics was declared a trade under the Alberta Apprenticeship Act.

In Saskatchewan, regulations were issued setting standards for plumbing work and equipment and laying down minimum requirements for plumbing permits.

### Alberta Apprenticeship Act

The trade of heavy duty mechanics was added to the list of trades designated under the Alberta Apprenticeship Act by Alta. Reg. 133/58, gazetted June 14. This means that no person eligible for apprenticeship may now engage in the trade for more than three months unless he has entered into an apprenticeship contract or has received permission from the Apprenticeship Board.

### Alberta Labour Act

The special hours of work and minimum wage order for field employees in the land surveying industry, Order No. 24 (1956) (L. G., 1957, p. 348), was amended by Alta. Reg. 164/58, gazetted on June 14, to make it clear that employees covered by this order are to be paid overtime for all hours worked in excess of 208 hours in a working month and also for time worked on a rest-day.

### British Columbia Civil Defence Act

On June 23, a proclamation was issued in British Columbia declaring that an emergency existed in those areas of the province served by Black Ball Ferries Ltd., and a second proclamation brought into operation sections of the Civil Defence Act that give the provincial Government wide powers to deal with an emergency. The proclamations were gazetted on June 26.

### British Columbia Railway Act

Two amendments to the regulations under the British Columbia Railway Act governing locomotives made by the Minister of Railways were approved by the Lieutenant Governor in Council on July 23 and gazetted on July 31.

One provides that internal combustion locomotives used in passenger service must have at least two members of the engine crew in the cab, one of whom must be a certified locomotive engineer. For the purpose of this rule, rail cars or "Budd" cars will not be deemed to constitute a locomotive.

A second provision states that internal combustion locomotives operating in mixed service or freight service must have at least one member of either an engine crew or a train crew in the cab in addition to a certified locomotive engineer. However, in switching service within yard limits, terminals and industrial spurs, only a certified locomotive engineer need be in the cab while the locomotive is in operation.

### Saskatchewan Public Health Act

Regulations under the Saskatchewan Public Health Act setting out standards for plumbing work and requirements for permits were approved by O.C. 1214/58 on July 15 and gazetted on August 1.

Among the general rules is a provision stating that all plumbing installations, including alterations and additions, are subject to the regulations and to inspection and testing.

(Continued on page 1042)

# UNEMPLOYMENT INSURANCE

## Annual Report of Unemployment Insurance Advisory Committee

Reduction in the balance at credit of the Unemployment Insurance Fund during twelve-month period preceding March 31, 1958 is shown

A reduction in the balance at the credit of the Unemployment Insurance Fund of \$134,241,341.68 during the twelve-month period preceding March 31, 1958 is shown by the report of the Unemployment Insurance Advisory Committee for the year ending on that date.

The report was tabled in the House of Commons on August 21.

This decrease, which compares with an increase of \$18,970,908.62 in the fiscal year 1956-57, is attributed to a "staggering increase" in benefit payments, due mainly to a large increase in the number of unemployed workers during the period, and to the extension of the period during which seasonal benefits were available.

It was estimated that by the end of May 1958 the total reduction in the Fund would exceed \$200,000,000. The Committee emphasizes the seriousness of this situation, in that it "reduces the reserve below the standard accepted by authorities as safe". It also points out that this depletion of the Fund causes a reduction of \$6,700,000 a year in the interest earned by the securities in which the Fund is invested.

"There is agreement on the need for additional revenue for the Fund," the report states. As a means towards this end the Committee recommends an increase in the Government's contribution to the Fund to make it equal to one half of the combined contributions from employers and employees.

The Committee also refers to an estimate "that an increase of 20 per cent in the contribution rates would probably maintain the Fund at the present level."

Other recommendations made in the report include the following:

Reiteration of a previous recommendation that the loss to the Fund caused by extending benefits to fishermen should be paid from "sources other than regular contributions".

That the Government "take action to replace the drain on the Fund by reason of extension of the seasonal benefit period by a grant."

That "serious consideration be given to the inclusion of all civil servants to provide protection."

"That the (Unemployment Insurance) Commission be given the services of sufficient staff to adequately carry out the work."

### REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

*For the Year Ending March 31, 1958*

To His Excellency

The Governor General in Council:

Section 89(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 3 and 4, 1958, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1958. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

The balance at the credit of the Unemployment Insurance Fund at March 31, 1958, was \$744,200,124.87, a decrease of \$134,241,341.68 in the twelve-month period. This compares with an increase of \$18,970,908.62 in the fiscal year 1956-57, an increase of \$13,186,624.99 in the fiscal year 1955-56, and a decrease in the fiscal year 1954-55 of \$41,245,135.50.

The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is \$19,352,267.76 more than the market value at March 31. The average investment yield is 3.35 per cent compared with a 3.2 per cent for the previous year.

The revenue for the fiscal year 1957-58 totalled \$250,836,812.32, an increase of \$569,333.70 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions .....	\$ 188,714,337.93
Department of Veterans Affairs Regular Forces .....	464,689.28
Government Contribution .....	37,835,805.44
Income from Investments, Penalties and Fines .....	23,821,979.67
	<hr/>
	\$ 250,836,812.32

Benefit payments in the year 1957-58 totalled \$385,078,154 of which an estimated \$327,840,826 was expended in regular benefit and \$57,237,328 in seasonal benefit. This represents an increase from the previous year of \$153,781,584 in total benefit.

The operations for the year resulted in an excess of expenditure over revenue of \$134,241,341.68.

It should be mentioned that there was a revenue from investment of the fund of nearly \$24,000,000. This item will be approximately seven million less next year.

The *staggering increase* in benefit payments is mainly due to the large number of unemployed workers during the period, and to the extension of the period during which seasonal benefits were available.

There have been no criticisms of the plan reported, either officially to the Committee, or to the individual members.

On the contrary, numerous statements have reached the members of the Committee to the effect that the benefit payments of over \$385,000,000 have been of great assistance in overcoming a good portion of the hardships workers suffer from unemployment.

The Committee asserts that these statements are true, not only in the fiscal year under review but in every one of the seventeen years of the life of the act. In the seventeen years, over one and three-quarter billion dollars have been paid in benefit payments.

The Committee asserts, further, that great credit is due to the commission and to the several thousand men and women in the offices across Canada who have carried through a most outstanding performance during the year. They have worked long hours, under extreme tension, and demanding conditions. A gratifying feature is that there have been no complaints or virtually none.

Your Committee respectfully urges that the commission be given the services of sufficient staff to adequately carry out the work. There is the danger that the importance of enforcement of the terms; auditing; research, and inspection may be overlooked, when immediate demands to process benefit claims are heavy. There is also the fear of impairment of important employment placement activity.

The Unemployment Insurance Commission gave the Committee seven statements, giving a wealth of information, and detail, on the year's operation.

The Committee calls attention to the serious drain on the fund created by the heavy load of payments during the year.

Special mention is made of the very heavy expenditures which have been required to meet the seasonal benefit payments.

There was, unquestionably, a need for the special provisions to meet the emergent situation last winter. The Committee is

gratified to find that the benefit payments could be made so satisfactorily through the commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the fund is made good.

We trust that the Government will take action to replace the drain on the fund, by reason of extension of the seasonal benefit period by a grant.

In this connection, attention is called to the drain on the fund by the enactment of provisions for payment of benefits to fishermen. In the fiscal year the drain on the fund is reported as four and one-half million dollars. In a full year the drain will be ten million dollars.

Repeating previous recommendation we submit that the loss to the fund by extending benefits to fishermen should be paid from sources other than regular contributions.

The fund has been reduced by \$134,241,000 up to the end of March, 1958. By the end of May, the total reduction will exceed \$200,000,000.

The seriousness of this, of course, is that it reduces the reserve below the standard accepted by authorities as safe. There is also the fact that a reduction of over \$200,000,000 reduces the annual interest paid into the fund by \$6,700,000 each year.

The evidence is that assuming a pattern of employment in the next five years the same as the last five, the Fund will be reduced by an average of \$53,000,000 per year.

You will observe that an increase of 20 per cent in the contribution rates would probably maintain the fund at the present level. The estimate is based on the assumption that a pattern of employment during the next five years, may be expected, similar to that of the last five.

#### *Recommendations—Commission Proposals*

The Committee recommend for your favourable consideration the following proposals of the Unemployment Insurance Commission:

- (1) revise existing schedules of contribution and benefit rates by the addition of two new classes at the top of the earnings range; readjust and consolidate some of the lower classes and revise rates of allowable earnings;
- (2) provide for elimination of wage ceiling of \$4,800 in present Act and substitute authority for the commission to fix a higher wage ceiling to suit conditions.

#### *Recommendations to Stabilize Fund*

There is agreement on the need for additional revenue for the fund. Under the provisions of the Act it is the Committee's duty to so inform you.

Recognizing that the original unemployment insurance plan has been extended over the years:

- (1) To provide benefits for workers, in the winter months, whose periods of contribution are intermittent and limited;
- (2) To extend coverage to many classes recognized as poor risks; provisions for whom would otherwise have fallen on Government, at some level,—

The Committee respectfully recommends that the division of responsibility for revenue to the fund as between employers, employees and Government be adjusted so



that the contribution from each be made equal; in other words, that the contribution from the Government be made equal to one-half that of the combined contributions from employers and employees.

In amplification of the reasons for the recommendation that the Government contribution be increased, attention is called to the following, as some of the expenditures, with which the fund has been burdened and for which provision for sufficient balancing revenue has not been made,—

1. Benefits for fishermen, which in a full year will create a drain of ten million dollars.
2. Extension of seasonal benefits, which have created expenditures double those contemplated.
3. Inclusion of lumbering and logging industry.
4. More generous regulations permitting seasonal workers to obtain benefits more readily.
5. When coverage has been broadened it has had the effect of bringing in groups which created a drain on the fund, for example fresh-water sailors and stevedores.

#### *Consideration, Coverage Civil Servants*

The Committee, on request of Member Norman Hesler, discussed coverage of all civil servants. Mr. Hesler proposed recommending broader coverage to include all

civil servants. The existing situation is that some are included, but most are exempt.

The Committee decided to recommend that serious consideration be given to the inclusion of all civil servants to provide protection. The activities of many Government departments rise and fall, as a result of economic conditions and men and women risk loss of employment and should be protected.

#### *Other Possible Revisions*

There were a number of other matters reviewed, amongst which were:

Revision of benefit formula,

Payment of benefit for unemployment caused by illness, and

Payment of benefit for short-time claimants.

The Committee, and the commission require more time for research and study of these matters. The revision of the benefit formula involved the elimination of seasonal benefits, which the Committee believed would develop serious difficulties.

A. MACNAMARA,  
*Chairman.*

July 8, 1958.

#### MEMBERS OF ADVISORY COMMITTEE

##### *Employers*

James Hunter  
Norman Hesler  
H. Shoobridge  
T. C. Urquhart

##### *Employees*

George Burt  
Stanley Knowles  
(substituting)  
Jean Marchand  
J. G. McLean

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in June—155,800—  
was 6 per cent less than May figure: 165,100. Number of claimants in  
“live” file declined by 105,600 to total of 445,500, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in June was 155,800, about 6 per cent less than the May figure of 165,100. During June 1957 initial and renewal claims filed numbered 86,419.

The drop in the number of claims during June was slight compared with the decrease of 24 per cent during May. One of the factors tending to maintain this relatively

high level of claims is administrative, i.e., the category of initial claims includes those cases in which benefit is extended under the seasonal benefit terms, the claimant having exhausted his regular benefit. This factor was probably more important for June than for May.

The decline in claims occurred mainly among the males, who numbered 314,900 on June 30 as against 409,100 on May 31. This represents a reduction rate of close to 25 per cent, whereas for females it was less than 10 per cent.

The number of persons having a claim in the “live” file declined by 105,600 to a total of 445,500 on June 30 from 551,100 on May 31. The June 1957 total of 204,500 claimants did not include seasonal benefit claimants and therefore is not comparable.

\*See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Seasonal benefit claimants (included in the above mentioned totals) numbered 132,000 on June 30 as against 183,000 on May 31. Claimants for seasonal benefit thus showed a decline of 22 per cent during June, whereas the number of persons claiming regular benefit was down on June 30 by 15 per cent. It should be pointed out that as June 28 marked the end of the period during which seasonal benefit was payable, the June 30 figure of seasonal claimants represents the number of seasonal claims outstanding on that date.

The proportion of claimants who were postal fell to 34.4 per cent on June 30, compared with 39 per cent on May 31. Seasonal benefit claimants were 45 per cent postal, whereas only 30 per cent of regular claimants were thus classified.

Thirty-five per cent of the claimants registered on June 30 had been on claim at least 20 weeks, a slight increase over May 31, when about 34 per cent were in this category. On the other hand, the proportion of claimants with relatively short duration on claim (4 weeks or less) rose from 22 per cent on May 31 to 27 per cent on June 30.

Some 7,000 initial claims, constituting 7 per cent of the initial claims adjudicated during June, were found unable to fulfil the contribution requirements for either regular or seasonal benefit.

Benefit payments declined substantially during June, when \$37,000,000 was paid out as against \$52,000,000 during May. Payments in June 1957 were in respect of regular benefit only and totalled \$14,000,000. The larger relative decline in payments (28 per cent) during June in comparison with the rate of decline for persons having a claim in the live file (19 per cent) is associated partly with the increase in the relative importance of the claimant group whose duration on claim was 4 weeks or less and partly with the sizeable decline in the number of males, who characteristically draw at higher rates than females.

The average weekly payment was \$20.72 for June, \$21.10 for May, and \$20.24 for June 1957.

### Insurance Registration

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards have been issued to 3,876,389 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At June 30, employers registered numbered 305,148, an increase of 3,662 since May 31.

### Enforcement Statistics

During June 1958, 5,945 investigations were conducted by enforcement officers across Canada. Of these, 4,019 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 128 were miscellaneous investigations. The remaining 1,798 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 137 cases, 40 against employers and 97 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,241.\*

### Unemployment Insurance Fund

Revenue received in June totalled \$19,427,334.68 compared with \$20,579,908.18 in May and \$20,240,554.22 in June 1957. Benefits paid in June totalled \$36,962,856.91 compared with \$51,626,650.72 in May and \$14,330,727.76 in June 1957. The balance in the fund on June 30 was \$644,520,634.54; on May 31 it was \$662,056,156.77 and on June 30, 1957, \$852,729,261.78.

\*These do not necessarily relate to the investigations conducted during this period.

## Employment Averaged 65 Million in U.S. in 1957

Employment in the United States averaged 65,000,000 during 1957, up 300,000 from the previous year, the Census Bureau's annual report on the labour force shows. Unemployment averaged 2,900,000, or 4.3 per cent of the civilian labour force.

The average number of long-term jobless, those seeking work for 15 weeks or more, was 560,000, the same as in 1956.

The 1957 average of hours worked in non-farm industries was 40.5, compared with 40.9 in 1956.

Hours worked began decreasing in 1957, long before unemployment rose, mainly because of a cutback in overtime.

# Decision of the Umpire under the Unemployment Insurance Act

## Decision CUB-1532 (Excerpts)

**Summary of the Main Facts:** The claimants represented in these cases were employed by building contractors and sub-contractors on construction projects at the premises of pulp and paper companies at Port Alberni, Elk Falls, Port Alice and Powell River, B.C., and in general their employment ceased on December 3, 1957, in the following circumstances:

On July 4, 1955, a standard labour contract was entered into between the Pulp and Paper Relations Bureau, Vancouver, (comprised of six companies, four of which were located at the aforementioned places) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the United Paper Makers and Paper Workers. The agreement was to remain in effect until June 30, 1957, and thereafter from year to year subject to certain conditions of the agreement.

In May 1957, negotiations began between the unions and the employers' association for an increase in the basic wage rate. As no settlement was reached, the matter in dispute was referred to a provincial conciliation officer and then to a provincial conciliation board. The board's recommendation was accepted by the employers' association but rejected by the unions. After taking a supervised strike vote which favoured strike action, the unions called a strike on November 14, 1957, at the premises of the six companies comprising the employers' association and set up picket lines at all the plants of the companies both on Vancouver Island and the British Columbia mainland. A complete stoppage ensued of the normal operations of the said companies.

According to the submissions, a qualified agreement was reached on November 10, 1957, between the building trades' council and the striking unions, whereby tradesmen on the construction projects were to be in no way hindered from crossing the picket lines and continuing with the construction work then in progress. The striking unions, however, reserved the right to apply "more stringent" measures later if they saw fit but agreed to notify the building trades' unions in advance of taking such measures. This appears more fully in the record by a letter dated November 10, 1955, signed by an international representative of the

striking unions and addressed to officers of the Vancouver, New Westminster and District Building Trades Council and the Victoria and District Building Trades Council. According to one union representative, he learned beforehand by way of "the grapevine" that the striking unions intended to strengthen the picket lines about December 3; the members of his union were advised not to cross the augmented line if there was fear of violence. Another union representative claimed that his union was taken by surprise when the picket lines were greatly strengthened on December 3 and thereupon counselled its members to make up their own mind whether they wished to cross the lines or not.

From December 3, the construction workers employed on the construction projects on these premises no longer crossed the picket lines of the striking unions. A complete stoppage of all normal construction work in progress at the said premises ensued.

At Port Alberni, at the 34-foot gate through which about 100 construction workers had to enter the premises, there were, on December 3, approximately 80 pickets compared with six or seven before and after that date. There was no incident on the picket line; certain construction workers were able to work intermittently unloading and winterizing equipment on the premises of the employer without interference by the strikers. Police protection was also available. The employer stated that there was work for the construction workers.

At Elk Falls, the construction workers, approximately 50 per cent of whom were living in camps behind the picket line, crossed the strengthened picket line (number of pickets, which varied from three to five, was increased substantially, one report being that there were 30 whereas another report indicated 64) at 8.00 a.m. on December 3, but were told "we are giving you until ten o'clock to get your tools out". At approximately 8.15 a.m., a foreman ordered the construction workers to return the company's larger tools to the tool crib for safe-keeping (as the company had lost about \$100,000 worth of tools on a past similar occasion) and they received no orders for further work then. At 9.15 a.m., one of the chief officials of the company



called a meeting of the shop stewards of the construction workers' unions at which he was unable to get any satisfactory answer when asked what authority they had to cease work. One of the stewards stated he had been told by his union in Victoria that they were to continue to work unless they were threatened with violence and a claimant stated the union had informed its members that they would receive unemployment insurance benefit if they did not cross the picket line. The company's officer then requested the shop stewards to call a general meeting and inform the men that the work would be resumed at 12:30 p.m. and lunch served as usual.

Following the shop stewards' meeting, they reported that they had decided to cease work. It took the carpenters and the labourers about four days to remove all tools and equipment and they crossed the numerically reduced picket line unmolested as the pickets had agreed to permit the company to remove the tools and equipment from the job's site. The project was nearing completion and all construction workers would have been laid off in any event within a period of three weeks.

The aforementioned officer of the company declared that they were at all times ready as a company to protect their men and at no time had the company been asked by any employee or by any union to provide protection to the men.

At Port Alice, a company town, there were on December 3 approximately 86 pickets compared with from three to five before and after that date. Most of the 100 construction workers left for their homes elsewhere as they were "unaware" the picket line would be decreased on the next and subsequent days. On December 6, the company's manager was jostled on the picket line and the employer secured an injunction prohibiting the strikers from preventing the construction workers from crossing the picket line. Some of the workers reported that they had on that date made an attempt to report for work but were again stopped at the gate, not by force, but were told that while the pickets could no longer legally restrain them from entering the mill, they must obtain a pass each time they entered and that they (the pickets) were still opposed to the construction work being performed. However, the employer later came to an arrangement with the strikers' unions, following which the injunction was dissolved, the suit for damage was withdrawn and the construction workers returned to their work unmolested on January 7 and thereafter.

At Powell River, there were only six construction workers still employed at the premises on December 3, the day on which the picket line was increased from an undetermined number to approximately 200, as the mill was completely closed down, except for the steam plant, and the men had been gradually laid off at the end of each week. The only claimant to file an application for benefit reported that he was going to be laid off the week before December 3, but was kept on for an additional week. He did not cross the picket line because of his fear of violence and left Powell River on December 7.

There is evidence that on December 3, although there was not a single case of violence being applied to construction workers, there were isolated instances where the pickets at the struck plants uttered some harsh and threatening words to them.

The claimants filed applications for benefit and were disqualified by the insurance officer under section 63 of the Act because, in his opinion, they had become participants in the labour dispute by not having crossed the picket lines of the striking unions.

The claimants appealed to the board of referees. The representatives of the interested unions attended the hearing and based their case chiefly on the contention that, in view of the principle they believed established by the Umpire in decision CUB-1386, the claimants could not be said to have become participants in the dispute. In their opinion, any attempt by the construction workers to force their way through the picket lines would have created a violent reaction. The board of referees agreed with this contention in some of the cases, but not in others, and as a consequence some appeals were made to the Umpire by the insurance officer and some by the interested unions.

**Considerations and Conclusions:** The task of deciding which of the sections of the Unemployment Insurance Act under the title of disqualifications should be made to apply in the present instance has not been a simple matter. As Counsel for the Commission observed, there is no precedent wherein a claimant in order to justify receipt of unemployment insurance benefit relied solely and entirely on the existence of an illegal picket line under circumstances comparable to the unusual ones that exist in the present appeal. After careful consideration of the applicability of sections 59, 60 (1) and 63, I have with some hesitancy come to the conclusion that the insurance officer in this particular case has not discharged, as required by section 63,

the onus of proving that a labour dispute existed at the premises at which the construction workers were employed. At the same time I have reached the conclusion that the present cases should be dealt with under section 60.

Nobody will deny that there existed a labour dispute between the pulp and paper concerns and their employees at the premises where the latter were employed. On the other hand, the construction workers had no dispute with their own respective employers, much less with the employers of the pulp and paper workers to whom they were strangers. In his attempt to establish that there was a labour dispute at the premises at which the construction workers were employed, the insurance officer developed an argument, with which I am unable to agree, to the effect that the claimants' failure to cross the picket lines under the circumstances had extended the pulp and paper labour dispute to the construction workers' own separate places of employment.

It is worth noting that subsection (3) of section 63 should, I think, be read to mean that in cases where in the same enterprise several branches of work exist, then a labour dispute which arises in one branch is not presumed to exist or extend to any other branch.

This meaning must apply with greater force in cases like the present ones, wherein distinct employers are each carrying on in admittedly separate premises autonomous undertakings which are unrelated to each other. In order for the argument of extension to apply in the present cases, stronger evidence is required than is disclosed in the record.

Neither do the decisions cited by the insurance officer lend weight to his contention, since facts and factors existed in those cases which are lacking in the present ones. CUB-1035 deals primarily with a collective refusal to handle "hot" material or, in other words, with a sympathetic strike. In CUB-1142, the two groups of workers involved were employees of the same employer and the workers of both groups were directly interested in the labour dispute. CUB-1201 also deals with two groups of employees of the same employer, but the group which at the start of the stoppage was in no way involved in the other group's dispute joined the workers of this group on the picket line later on during the stoppage.

Counsel for the Commission stated that he wished to withdraw a contention set out in the insurance officer's appeal that a labour dispute existed between the pulp

and paper workers and the construction workers. I think he was wise in not pressing such contention, because it was based on a British precedent which I find is of very little value in deciding this question inasmuch as such precedent deals with the right to benefit of a claimant who, apart from being an employee of the struck employer, was also directly interested in the labour dispute between his own employer and his fellow employees and belonged to the same grade or class as the latter.

In connection with the applicability of section 60, it appears that, on December 3, 1957, the construction workers were faced with the responsibility of having to make a decision as to whether continuing to work was worth the risk of attempting to cross unusually large picket lines at the expense of likely impairment to interfraternal union solidarity.

Their leadership having left them to exercise their own choice as to respecting or crossing the picket lines, the non-striking workers decided to quit their jobs and, with few exceptions, did not return on the next or subsequent days. This withdrawal constituted a voluntary separation from employment as contemplated in section 60 of the Act and the question is now whether the construction workers have shown "just cause" for voluntarily leaving their employment.

There are no hard and fast rules which can be laid down in determining when there exists justification for a genuine fear of violence. Such determination depends in part on the temperament of those concerned and on a multitude of circumstances, the importance of which must be weighed in the light of the characteristics of each case.

Taking into account the threatening attitude of the letter dated November 10, 1957, the more or less sudden increase in the number of pickets and a seemingly unnecessary display of picket strength on the morning of December 3, the fact that the construction workers were left to exercise individual discretion as to crossing the picket line and, lastly, the scattered instances of threatening words, I consider that the claimants had reasonable cause for fear and were justified in pausing and taking precautions before venturing across the picket line. I also consider that they were entitled to a day's delay to consider the situation and the most appropriate means which they could take to resume their employment. *Inter alia*, I think they should have returned to work the next day, particularly as the evidence shows that normal picket lines had been restored on

and subsequent to December 4. Their decision to quit their work, therefore, was reached with undue haste and, in the absence of any definite prospect of other work elsewhere (CUBs 259, 422, 429, 498, 698, 816, 847, 885, 946, 1001, 1030, 1086, 1100 and 1255) amounted to voluntarily leaving without just cause (CUBs 201, 422, 429, 698, 727, 755 and 964).

Moreover, even in assuming that the picket line had not been reduced on December 4 and thereafter and that it would continue to be such as to create a genuine fear of violence, it is a fact that the claimants did nothing effective to remedy the situation before deciding to leave their employment, thereby failing to comply with one of the best established principles of jurisprudence to the effect that, in order to show just cause, a claimant before voluntarily leaving his employment should exhaust every reasonable means of remedying any objectionable conditions pertaining to his work (CUBs 74, 124, 146, 201, 231, 263, 436, 649, 785, 816, 964, 1029, 1086, 1090, 1100 1150 1188 and 1490).

Though no worker can be compelled to cross a picket line, peaceful or otherwise, against his wishes, on the other hand it is erroneous to think, as was done in this case, that a worker who wishes to qualify for benefit, can, on being confronted with an illegal picket line, simply return home and figuratively fold his arms and refrain from taking any remedial action. Under section 60, according to the established jurisprudence, he must discharge the burden of proving that he has, without undue delay, taken available and reasonable means of removing the cause which prevents him from continuing to work. Moreover, illegal picketing must be considered day by day, it may be illegal on one day and peaceful the next. To be entitled to unemployment insurance benefit, a claimant must, where necessary, take remedial action as often as the circumstances require. He should at least, for example, as stated in many of the decisions mentioned at the end of the preceding paragraph, have recourse to his union to urge effective remedial measures and if necessary to his employer and, as stated in CUB-1109 and CUB-457, ultimate recourse, as has sometimes been had, to police protection and legal proceedings.

It could hardly be expected, however, that an individual worker would consider injunction proceedings without first seeking the aid of his employer. There is evidence to show that such assistance, if requested, would have been forthcoming. For instance, at Elk Falls a company official stated "We are at all times ready as a company to

protect our men and at no time was the company ever asked by any employee or by any union to provide protection to the men".

Again at Port Alice, the efficacy of injunction proceedings was shown. An official of the company was interfered with on the picket line enabling an injunction order to be secured by the company early in December, which had the effect of removing any fear of violence on the picket line; nevertheless, when he requested claimants to cross the picket line, and resume work, they refrained from doing so until January 7, 1958. In the meantime, the company and the striking union came to an arrangement whereby the picket line was completely dispensed with, the suit for damages withdrawn and the injunction order, no longer being necessary, was dissolved.

It was advanced as an excuse on their behalf that any of the claimants who would have crossed the picket line under the circumstances ran the danger of being looked upon with contempt, called a "scab" and treated as such, but I consider that this type of threat is too remote and inadequate to support an allegation of fear of violence.

For all the above reasons, I find that the construction workers have failed to show just cause for voluntarily leaving their employment under the circumstances and are, therefore, subject to disqualification by virtue of section 60 (1) of the Act. Such disqualification will be, however, limited to a period equivalent to that during which the work reckoned according to trades would have probably endured but for the general cessation of employment and shall in no case exceed six weeks.

I have always considered that the same principles as apply in cases taken under section 60 regarding the means which claimants should take to facilitate their return to their work are equally applicable to cases which properly fall under section 63 and that those who seek to apply them cannot be reproached with having initiated a new dispute. Taking reasonable means to exercise a legal right to work without obstruction from illegal picketing does not in my opinion constitute a labour dispute as defined in section 2 (j).

From their pleadings it can be seen that the unions' representatives, in resting their case on CUB-1386, relied on a decision which was based not only on facts which are far removed from those of the present case, but which also could not afford the present claimants any relief from disqualification under section 63.



In the first place, in CUB-1386, unlike in the present cases, the employees were working for the same employer at the same premises. Furthermore, the striking union and the non-striking union whose members were excluded from the common plant by the strikers' picket line had been for a long time jurisdictional rivals in seeking to be the bargaining agent for the same plant. Their quarrel over plant jurisdiction had previously occasioned a violent behaviour on the picket line, two incidents of serious violence had already occurred and there was abundant proof of specific threats of violence made by specifically named persons to equally specific members of the non-striking union.

Finally, the non-striking union took effective measures to resume their employment. At the time the strike began, the non-striking union was a relatively small

unaffiliated union. Its executive promptly proceeded to arrange for affiliation with a large respected international federation embracing their trades, which federation then made fully available all its facilities and assistance to make impressive representations to the local municipal council and to the struck employer as a result of which injunctions were secured which brought the illegal picketing to an end. This permitted the members of the non-striking union to return to work. The remedial action taken was the best proof of non-participation and of the genuine desire of the non-striking workers to resume work. Indeed at that hearing I went so far as to commend the representatives of the claimants for "the unquestionable determination and ingenuity" they had shown in bringing to an end the violent picketing of the radical union.

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## Shortage of Teachers Is World-Wide

A report indicating the existence of a world-wide shortage of school teachers and giving reasons for the shortage was presented to delegates attending the World Confederation of Organizations of the Teaching Profession at Rome last month.

Main reasons for the shortage are poor salaries and lack of prestige for persons engaged in the teaching profession, the report said.

The report indicated that educators in the mathematical and scientific fields are in greatest demand, while the supply in the classics, music and history seems to be nearly satisfactory.

It was estimated that 50 per cent more teachers are necessary if class sizes in most schools are reduced sufficiently to provide each child attending with an adequate education.

Among other items that were listed as hampering the teaching profession were: poor buildings, a lack of good texts and materials, too much take-home work, too many extra-curricular activities, long hours, and incompetent superiors.

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## Recent Regulations *(Continued from page 1038)*

Another provides that a plumbing inspector must be appointed by the council of every urban municipality with a public sewerage system in use or under construction. In a health region established under any Health Services Act, the municipal council may arrange with the medical health officer for inspection services.

Except for minor repairs, no person may construct, reconstruct, replace or extend a plumbing system without a permit from the appropriate municipal authority or, if there is no such authority, the Minister of Health.

Every application for a permit must be accompanied by a specification or abstract of the proposed work, further particulars being required if the installation consists of five fixtures or more.

In cities, a plumbing permit will be issued only to a person holding a certificate of qualification as a journeyman plumber issued by the Department of Labour or a firm employing at least one qualified journeyman.

In other urban communities with a sewerage system in operation or under construction, the minimum qualification for a permit is a second-class plumber's status certificate.

In rural areas, a plumbing permit may be issued to a person whose qualifications are acceptable to the medical health officer or the Minister.

In areas where a public sewerage system is not in operation, a householder may be issued a special permit to do plumbing on his own premises.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during July

### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 221 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 16,774.50
Defence Production .....	70	443,093.00
Post Office .....	15	259,046.69
R.C.M.P. ....	7	9,174.93

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during July

During July the sum of \$2,676.63 was collected from 4 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 97 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Greenwood N S:* Swinamer's Building Services, construction of stage 1 school & services, DND 8/58; *Eastern Woodworkers*, construction of housing units & ground services, DND 7/58. *Dryden Ont:* Oswald Decorating Co, \*exterior painting of housing units. *Fort Frances Ont:* Oswald Decorating Co, \*exterior painting of housing units. *Petawawa Ont:* M Sullivan & Son Ltd, construction of stage IV school extension, DND 12/57. *Prescott Ont:* Florida Landscaping Co, site improvement & planting for housing units, FP 3/56. *Winnipeg Man:* Oswald Decorating Co, exterior painting of housing units. *Selkirk Man:* Oswald Decorating Co, exterior painting of housing units. *Weyburn Sask:* May & Son Nurseries Ltd, site improvement & planting, FP 1/56. *Cold Lake Alta:* May & Son Nurseries Ltd, site improvement & planting, DND 6/55. *Vancouver B C:* R H Neven Co Ltd, \*painting of office bldg. *Vernon B C:* Mackie & Hooper Construction Co, \*repairs to houses.

### Department of Citizenship and Immigration

*Abitibi Indian Agency Que:* La Societe D'Entreprises Generales Ltée, grading, etc, of roads & parking area, Amos IRS. *Caughnawaga Indian Agency Que:* Jean Bedard Ltd, grading, etc, of roads, Caughnawaga Indian Reserve. *Restigouche Indian Agency Que:* Allmo Paving Ltd, grading, etc, of road, Restigouche Indian Reserve. *Seven Islands Indian Agency Que:* Geo Deschenes, construction of residence, Romaine; Geo Deschenes, alterations & additions to school, Romaine. *Kenora Indian Agency Ont:* Towland Construction Ltd, paving of roads, Kenora IRS. *Nelson River Indian Agency Man:* Keewatin Electric Ltd, supply & installation of electric generating equipment, Ilford. *Duck Lake Indian Agency Sask:* Waterman-Waterbury (Sask) Ltd, mechanical renovations at Duck Lake IRS. *Meadow Lake Indian Agency Sask:* Lucyk & Co, construction of staff residence & chapel, Beauval IRS. *Qu'Appelle Indian Agency Sask:* E S Michel's Lumber Co, renovations at Piapot Indian day school, File Hills; Botting & Dent Ltd, construction of water supply system from well to main school bldg, Qu'Appelle IRS, File Hills; Service Lumber Yard, construction of residence, Qu'Appelle IRS, File Hills. *Lesser Slave Lake Indian Agency Alta:* Norman Hoff Construction Ltd, construction of manual training bldg, Jousard IRS.

### Defence Construction (1951) Limited

*Goose Bay Labrador:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, repairs to station roads. *Summerside P E I:* Morrison & McRae Ltd, construction of overshoots for runways, RCAF Station; Canadian Comstock Co Ltd, construction of underground electrical distribution system, RCAF Station; Camac Construction Co, site grading, etc, & construction of storm drainage ditches, RCAF Station. *Dartmouth N S:*



Central Construction Co, construction of gate, guard houses & outside services. *Deep Brook N S*: Steel Structure & Services Ltd, supply & erection of structural steel for central heating plant, *HMCS Cornwallis*: R A Douglas Ltd, supply & installation of pressure reducing valves on water lines for various bldgs, *HMCS Cornwallis. Halifax N S*: Standard Paving Maritime Ltd, construction of storm drainage, roads, walks, etc, Windsor Park; Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of electrical distribution system, Windsor Park. *Chatham N B*: Cameron Contracting Ltd, construction of control tower & outside services. *Valcartier Que*: J E Verreault & Fils Ltd, construction of addition to Bldg No 25, CARDE. *Barriefield Ont*: Cambrian Construction Ltd, construction of physical training bldg & outside services. *Kingston Ont*: James Kemp Construction Ltd, construction of library & educational bldg. *London Ont*: York Steel Construction Ltd, supply & erection of structural steel & steel joists for warehouse No 4, No 27 COD. *Petawawa Ont*: Bedard-Girard Ltd, extension of electrical distribution system, BB Area; Canadian Comstock Co Ltd, extension of underground steam distribution system, BB Area. *Rockcliffe Ont*: E P Electric Products Co Ltd, construction of electrical substation with extension & alterations to overhead distribution system; Niagara Structural Steel Ltd, supply & erection of structural steel & steel joists for addition to AMC headquarters bldg. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, construction of Defence Research chemical laboratory, Shirley's Bay. *Uplands Ont*: Shore & Horwitz Construction Co Ltd, construction of barrack block & outside services. *Churchill Man*: Carter Construction Co Ltd, supply & installation of fire protection system & hose reel storage bldg, POL marine terminal; Carter Construction Co Ltd, construction of concrete test pad. *Winnipeg Man*: Bird Construction Co Ltd, supply & installation of steel sash in windows of hangars, RCAF Station. *Saskatoon Sask*: Bird Construction Co Ltd, construction of armoury & outside services. *Cold Lake Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of gravel cut-off road. *Esquimalt B C*: Commonwealth Construction Co Ltd, excavation, grading, etc, & paving of parade square, *HMCS Naden. Near Fort St John B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of substructure & approaches for Peace River Bridge, mile 35.3, Alaska Highway.

### Building and Maintenance

*Torbay Nfld*: Delphis Cote Ltd, replacement of roof, etc, on hangar No 2, RCAF Station. *Bagotville Que*: Beaver Asphalt Paving Co Ltd, resurfacing of roads, walks, etc, PMQ area, RCAF Station. *Barriefield Ont*: D M Hawkins & Co, exterior painting of PMQs, Fort Henry Heights. *Camp Borden Ont*: Cardinal Painting & Decorating Co Ltd, interior & exterior painting of PMQs. *Centralia Ont*: C A McDowell & Co, exterior painting of PMQs, RCAF Station. *Trenton Ont*: Semple-Gooder & Co Ltd, replacement of roof, etc, hangar No 7, RCAF Station. *Camp Shilo Man*: McNeilly Bavington Ltd, exterior painting of PMQs. *MacDonald Man*: Cardinal Painting & Decorating Co Ltd, exterior painting of PMQs. *Namao Alta*: McNeilly Bavington Ltd, exterior painting of PMQs, RCAF Station; New West Construction Co Ltd, construction of extension to fire hall, RCAF Station. *Sea Island B C*: McCready-Campbell Ltd, application of shingles on bldgs.

### Department of Defence Production

*St John's Nfld*: Annie Manderson, catering at Buckmaster's Field. *Aldershot N S*: Halifax Painting & Decorating Ltd, exterior painting of various bldgs, Military Camp; Maritime Asphalt Products Ltd, resurfacing of drill hall floor, bldg No 81. *Nova Scotia Area*: Maritime Telegraph & Telephone Co Ltd, \*maintenance of telephone lines & associated equipment for period ending March 31, 1958, DND (Navy). *Bagotville Que*: Paul Bouchard, exterior painting of PMQs, RCAF Station; Les Specialites de Ciment & Tuile Ltee, replacement of tiles in washrooms, barrack blocks Nos 58 & 59, RCAF Station; Les Specialites de Ciment & Tuile Ltee, replacement of tiles in washrooms, barrack blocks Nos 56 & 57, RCAF Station. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of bldgs, RCS of Signals, Vimy Camp; McGinnis & O'Connor Ltd, resurfacing of roads, RCS of Signals, Vimy Camp. *Camp Borden Ont*: B Phillips Co Ltd, repairs to water towers, etc. *Gloucester Ont*: Robert Strang, repainting interior of Accommodation Bldg, *HMCS Gloucester. Hagersville Ont*: Hagersville Asphalt Paving Ltd, repairs to road surfaces, No 1 Vehicle Sub Depot, No 27 COD. *London Ont*: Towland Construction Ltd, removal of snow & sanding of roads, etc, Wolseley Barracks & No 27 COD. *Pictou Ont*: H J McFarland Construction Co Ltd, repairs to roads & hardstands, Pictou Heights. *Wheatlands Man*: International Water Supply Ltd, \*rehabilitation of No 1 Layne Water Well, Assiniboine Valley. *Winnipeg Man*: Fonseca Roofing & Sheet

Metal Co, repairs to roof, Bldg No 15, Fort Osborne Barracks; Furnasman Ltd, servicing of & repairs to oil fired furnaces, DND areas. *Moose Jaw Sask*: K R Tracey Construction & Transport Co Ltd, replacement of concrete along hangar line, RCAF Station. *Calgary Alta*: Prudham Building Specialties (Alberta) Ltd, redecoration of basement & first floor of Administration Bldg No D-2, Currie Barracks; Rogers Sheet Metal & Roofing Ltd, replacement of built-up roof, Bldg J-1, Currie Barracks. *Camp Wainwright Alta*: Mix Bros Construction Co Ltd, crushing & stockpiling of gravel, DND gravel pit. *Cardiff & Riverbend Alta*: A E Moseley, repainting of antennae masts, etc, Receiver & Transmitter sites. *Cold Lake Alta*: Monchak Concrete & Maintenance Ltd, \*installation of concrete floors in PMQ garages, RCAF Station. *Namoo Alta*: A Clark Roofing & Sheetmetal Co Ltd, application of bonded roofing on PMQ garages, RCAF Station; Northern Asbestos & Building Supplies Ltd, \*installation of garage doors, RCAF Station, Lancaster Park. *Comox B C*: Wm N O'Neil Co (Victoria) Ltd, installation of ceramic tile, Barrack Block No 80, RCAF Station. *Holberg B C*: Tom Gibson, replacement of approach to bridge, Goodspeed River, RCAF Station. *Vancouver B C*: Insul-Mastie Bldg Products, repairs to exterior surface of Bldg No 13, North Jericho; Skyline Roofing, application of built-up roof on Bldg No 104, DND area. *Vernon B C*: Floor Lay Services Ltd, repairs to floors in bldgs, Military Camp. *Victoria B C*: Dominion Paint Co, exterior painting of bldgs, Work Point Barracks.

### National Harbours Board

*Montreal Que*: E G M Cape & Co (1956) Ltd, construction of marine towers, etc, Tarte Pier; Foundation Co of Quebec Ltd, construction of piers & abutments, Section 3, Nuns' Island Bridge.

### Department of Public Works

*Charlottetown P E I*: Warren (Maritimes) Ltd, repairs, etc, Railway Wharf. *Rustico Harbour to New London P E I*: Morrison & McRae Ltd, grading, culverts, stabilized base course & paving at Camp Grounds, Gulf Shore Road. *Summerside P E I*: County Construction Co Ltd, shed extension. *Ecum Secum West N S*: F W Digidon & Sons Ltd, breakwater reconstruction. *Gabarus N S*: Archie W Bagnall, repairs to groyne. *Sambro N S*: L G & M H Smith Ltd, wharf repairs. *Yarmouth Bar N S*: Kenney Construction Co Ltd, breakwater reconstruction. *Buctouche N B*: La Construction Acadienne Ltee, construction of RCMP detachment quarters. *Fredericton N B*: Weyburn Construction Co Ltd, construction of RCMP garage bldg. *Mace's Bay N B*: Diamond Construction (1955) Ltd, breakwater extension. *Malloch's Beach N B*: J W McMulkin & Son Ltd, breakwater extension. *Saint John (Negro Point) N B*: Foundation Maritime Ltd, breakwater repairs. *Seal Cove N B*: Clare Construction Co Ltd, breakwater extension. *Dune du Sud Que*: Gulf Construction, breakwater enlargement. *Indian Cove Que*: James LeBlanc, wharf extension. *Mutton Bay Que*: Gulf Maritime Construction Ltd, construction of wharf. *Plessisville Que*: J O Lambert Inc, construction of federal bldg. *Riviere du Loup Que*: Frontenac Paving Co Ltd, wharf improvements. *St Joseph de St Hyacinthe Que*: A D Construction Enrg, construction of retaining wall. *Sept Iles Que*: Les Carriere Sept Iles Inc, construction of retaining wall. *Amherstburg Ont*: McQueen Marine Ltd, construction of wharf wing wall. *Arnprior Ont*: C A Leonard Electrical Co Ltd, repairs to electrical work, etc, Bldg No 28, Civil Defence College. *Gananoque Ont*: Robert D Mackey Construction Co Ltd, wharf reconstruction. *Leamington Ont*: Granite Construction Ltd, construction of post office bldg. *London Ont*: McKay-Cocker Construction Ltd, alterations to Fisheries Research Bldg, 539 Richmond St. *Ottawa Ont*: Edge Ltd, supply & installation of headers on boilers, Connaught Bldg; Edge Ltd, supply & installation of condensate pumps, etc, fuel testing plant, Bldg H, 562 Booth St; A Lancot Construction Co Ltd, installation of dilution agitator, etc, "A" Bldg, Cartier Square; Univex Electrical Construction & Engineering Ltd, modifications to electrical distribution system, CEF Observatory & Forage Area; Thomas Fuller Construction Co Ltd, construction of central heating plant, Riverside Drive; A P Green Fire Brick Co Ltd, refractory work on boilers, NRC, Sussex St; Stanley G Brookes, floodlighting, etc, at Centre Block, Parliament Bldgs; Gaston Lavoie & Guy Morin, interior cleaning of fourth, fifth & sixth floors, Empire Bldg; Campbell Steel & Iron Works Ltd, retubing of boilers, Old Printing Bureau; Ron Engineering & Construction Co Ltd, alterations & repairs to Canadian-Woods Bldg. *Owen Sound Ont*: Emerson G. Bauman, construction of RCMP detachment quarters. *Peterborough Ont*: Michael James Finn, construction of RCMP detachment quarters. *Port Credit Ont*: McNamara Construction Co Ltd, harbour improvements. *Stratford Ont*: Ellis-Don Ltd, construction of federal bldg. *Sudbury Ont*: Hill-Clark-Francis Ltd, construction of RCMP detachment quarters. *Toronto Ont*: Robert Wilson,

removal of waste paper from federal bldgs. *Whitby Ont*: Canadian Dredge & Dock Co Ltd, harbour repairs & improvements. *Winnipeg Man*: Malcolm Construction Co Ltd, alterations to existing bldg, Deer Lodge Hospital. *Canora Sask*: Matheson Bros Ltd, additions & alterations to federal bldg. *Radville Sask*: Swertz Bros Construction Ltd, construction of post office bldg. *Regina Sask*: Beattie Ramsay Construction Co Ltd, paving & surface drainage, RCMP barracks. *Banff Alta*: Hubert W Gooder, construction of staff residence. *Drumheller Alta*: Green Construction Co, construction of RCMP detachment quarters. *Aiyansh B C*: Stange Construction Co Ltd, construction of Citlakdamix Indian day school & various bldgs, Skeena River Indian Agency. *Brunette River B C*: Fraser River Pile Driving Co Ltd, float renewal. *Courtenay River B C*: Wakeman & Trimble Contractors Ltd, river bank protection. *Fort Nelson B C*: Bennett & White Construction Co Ltd, construction of RCMP detachment quarters. *Glacier National Park B C*: Rush & Tompkins (Canada) Ltd, grading & culverts, mile 6 to mile 9.7, Trans-Canada Highway; Square M Construction & Coleman Collieries, grading & culverts, mile 0 to mile 6, Trans-Canada Highway; General Construction Co Ltd, grading, culverts & retaining walls, mile 23.3 to 27.3, Trans-Canada Highway. *Haney B C*: Fraser River Pile Driving Co Ltd, float reconstruction. *Keremeos B C*: John Berg, construction of RCMP detachment quarters. *Porpoise Bay B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Vancouver B C*: Helge Harvest Painting Co Ltd, cleaning, etc, of stonework & repainting of Winch Bldg; J Boshard & Son Ltd, cleaning, etc, of stonework & repainting of customs examining warehouse. *Victoria B C*: Victoria Pile Driving Co Ltd, wharf & float repairs, Johnson St. *Aklavik N W T*: Bird Construction Co Ltd, construction of various bldgs. *Fort Smith N W T*: Burns & Dutton Concrete & Construction Co Ltd, installation of heating system & insulation of RCMP hangar.

### Contracts Containing the General Fair Wages Clause

*Newton Nfld*: Avalon Dredging, dredging. *St John's Nfld*: Newfoundland Shipyards Ltd, construction of wooden diesel-powered launch. *Summerside P E I*: Curran & Briggs Ltd, paving at public bldg. *Cheticamp N S*: Louis Chaisson, alterations to federal bldg. *Halifax N S*: Halifax Shipyards Ltd, repairs to tug *Canso*. *MacDonald's Cove N S*: R A Douglas Ltd, dredging. *Sandford N S*: Chas W Thompson, dredging. *Smithville N S*: Mosher & Rawding Ltd, dredging. *Middle Caraquet N B*: Diamond Construction Co Ltd, dredging. *Sorel Que*: St Maurice River Dredging Reg'd, dredging. *Hamilton Ont*: J P Porter Co Ltd, dredging; James Kemp Construction Ltd, repairs to lock box assembly, federal bldg. *Lindsay Ont*: L T Braunton & Co Ltd, exterior painting of federal bldg. *Ottawa Ont*: Rideau Aluminum & Steel, alterations to Royal Canadian Mint; Canadian Refractories Construction, repairs to boiler, Jackson Bldg; A Lanetot Construction Co Ltd, repairs to plumbing, "C" Bldg; Universal Painters & Decorators Reg'd, exterior painting of Rideau Hall; Presley Painting & Decorating, exterior painting of No 4 Temporary Bldg; Unida Plumbing & Heating, repairs to plumbing, National Research Council; A Lanetot Construction Co, alterations to East Block, Parliament Bldgs; Marcel Jacques, exterior painting of East Block, Parliament Bldgs; Taggart Construction Ltd, installation of new drains, Supreme Court; Roland Lariviere Ltd, repairs to boiler, old Printing Bureau; Larsen & Larsen, exterior redecoration of No 3 Temporary Bldg; Marcel Jacques, exterior painting of No 2 Temporary Bldg; H Pion & Fils, repairs to roof, Rideau Hall; Canadian Refractories Construction Ltd, repairs to boiler, Woods-Canadian Bldg; Campbell Steel & Iron Works, repairs to platform, National Research Council; Johnson Welding Works Ltd, repairs to heating system, Central Heating Plant. *Parkhill Ont*: Vine Plumbing & Heating, removal of gutters on federal bldg. *Peterborough Ont*: Canadian Pittsburg Industries, alterations to federal bldg. *Sault Ste Marie Ont*: McLarty Bros & Brodie, installation of partitions, federal bldg. *Sudbury Ont*: Delongchamp Cartage Co Ltd, moving of furniture, etc, federal bldg. *Toronto Ont*: McNamara Construction Co Ltd, dredging. *Battleford Sask*: W Katzell, exterior painting of federal bldg. *Saskatoon Sask*: Wagner Bros, exterior painting of London Bldg. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, dredging of four areas. *Kelowna B C*: Harvey's Cabinet Shop, repairs to laboratory bldg. *Kimberley B C*: Fabro Bldg & Supply Co, exterior painting of federal bldg. *Pacific Highway B C*: C J Seamer & Sons Ltd, exterior painting of customs bldg. *Vancouver B C*: J A Stewart & A V Dunkley, alterations to federal bldg; Allan & Viner Construction, repairs to parking area, Old Federal Bldg; Sigurdson Millwork Co Ltd, installation of counters & fittings, new Federal Bldg.



## Department of Transport

*Gander Nfld:* Kenney Construction Co Ltd, construction of new steam main at airport. *Cape Sharp N S:* K P Allen Ltd, construction of dwellings, etc. *Montreal Que:* Douglas Bremner Construction Ltd, alterations & additions to Trans-Atlantic Terminal Bldg at airport. *Cornwall Island Ont:* Fort Construction & Equipment Ltd, construction of steel sheet piling cell for navigation light No 10. *Earlton Ont:* Bedard-Girard Ltd, construction of approach lighting facilities, airport. *Malton Ont:* Canadian Comstock Co Ltd, installation of airport lighting facilities; H Broughton, alterations & additions to federal bldg, airport. *Merriton Ont:* R A Blyth, painting of bridge No 6, Welland Canal; Ontario Bridge Co Ltd, painting of bridge No 5, Welland Canal. *Ottawa Ont:* Bedard-Girard Ltd, construction of approach lighting facilities, Uplands Airport. *Port Weller Ont:* Mal Nicholson Ltd, supplying & placing of 3" penetration pavement on canal roadway, Welland Canal. *Thorold Ont:* Ontario Bridge Co Ltd, painting of bridge No 8, Welland Canal. *Thorold South Ont:* Ontario Bridge Co Ltd, painting of bridge No 10, Welland Canal. *Windsor Ont:* Malach Roofing & Flooring Ltd, reroofing of hangar, airport. *North Battleford Sask:* Asphalt Services Ltd, construction of airport boundary fencing. *Cold Lake Alta:* Poole Engineering (1958) Ltd, additional development at airport. *Quatsino (Kains Island) B C:* J A Stewart Construction & Saxton Construction Ltd, construction of dwellings. *Terrace B C:* Blackburn Construction Ltd, construction of garage & dwelling. *Vancouver B C:* I C R Electric Ltd, installation of approach lighting facilities & related work at airport. *Baker Lake N W T:* Tower Co Ltd, construction of garage & addition to hydrogen generator bldg & related work. *Frobisher Bay N W T:* Tower Co Ltd, prefabrication, erection & construction of bldgs.

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## Employment of Handicapped "Good Business," N.Y. Governor Says

Employment of handicapped persons is "good business," Governor Harriman of New York said in an address at the opening of a watchmaking school—a tuition-free institution established for the training of disabled persons.

The economic values of rehabilitation are illustrated, he said, in the functions of the Vocational Rehabilitation Division of the State Education Department, which, in each of the last two years, placed 4,400 persons in jobs. This group had earned less than \$2,000,000 before rehabilitation and more than \$11,000,000 afterwards.

The value of the rehabilitated worker is emphasized when it is realized that during the working lives of these employees they will have returned approximately \$10 to the Government as income tax for every \$1 expended on their rehabilitation.

The number of handicapped persons placed in full-time employment last year by the Employment Division of the State Department of Labour exceeded 35,000 for the first time. These disabled workers equal the production of the average employee; they have fewer accidents, less absenteeism and change their jobs less frequently, Governor Harriman said.

The 74,320 disabled persons rehabilitated during the year ended June 30 was a record, according to the U.S. Office of Vocational Rehabilitation, being an increase of 3,380 above last year's record.

In addition, 18,584 handicapped persons—also a record—were rehabilitated to the point where they were ready for work but had not found employment.

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## Plumbers Union Conducting Program to Upgrade Members' Skills

An intensified training program intended to familiarize its 200,000 members with the technique necessary to operate properly in the atomic age is being conducted in co-operation with contractors throughout the United States by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

Labour-management schools are teaching the elements of trigonometry and thermodynamics to plumbing craftsmen. The aim is to give them the knowledge required for

working in atomic power plants and with complex chemical and air-conditioning installations.

The U.S. Atomic Energy Commission has expressed strong support for the plan.

Contractors operating under the plan contribute 2½ cents an hour for each worker they employ to create a national fund that will pay for the education of the plumbers. The fund is supervised by trustees from the union and the National Constructors Association.

# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions in Manufacturing

**Movement towards 40-hour week in Canadian manufacturing industry is continuing, latest survey reveals. Service requirements for longer vacations are shortening, number of paid statutory holidays rising**

According to the annual working conditions survey conducted by the Economics and Research Branch of the Department of Labour, the year ending April 1, 1958 saw a continuation of the movement towards the 40 hour work week in Canadian Manufacturing. Similarly, there was a shortening of the service requirements for longer vacations and an increase in the number of paid statutory holidays available. The survey also indicates slight increases in the coverage of group hospital-medical plans, pensions plans, group life and wage loss insurance.

The proportion of plant workers on a five-day week remained steady over the year, while those in plants working a 40 hour week continued the trend revealed by previous surveys to increase to just over 70 per cent of the plant workers surveyed. In 1954 only about half the workers covered were on a 40 hour week.

Although the proportion of plant employees with a two-week paid vacation remained steady at about 95 per cent, there was a significant reduction in the service qualifications. For example the proportion of employees qualifying for a two-week vacation after one year or less service rose from almost 18 per cent in 1957 to about 23 per cent in April 1958. This was accompanied by a reduction in number of employees qualifying only after 3 or more years' service.

The survey also reveals a similar trend regarding three-week vacations: that is, towards a steady increase in the total number of workers in plants providing a three-week vacation, together with a reduction in service requirements. Although 15 years is still the usual service requirement, the three-week vacation was extended to about 73 per cent of the plant workers in 1958 compared with some 68 per cent in 1957. Those qualifying after less than 10 years' service rose from one per cent in 1957 to almost 4 per cent by April 1958.

Similarly, provision of a four-week paid vacation also increased, from about 12 per cent in 1957 to almost 16 per cent in 1958. The predominant service requirement is still 25 years.

The survey indicates a quite noticeable increase in the provision of paid statutory holidays. For example, the proportion of workers in plants providing eight or more statutory holidays was almost 70 per cent in 1958, compared with 67 per cent in the previous year and just over 52 per cent in 1954.

In line with previous years, the April 1958 survey also indicates that there has been slight increases in the proportionate coverage of the various group hospital-medical, pension plans, group life and wage loss insurance plans.

## Working Conditions of Office Employees

The most significant developments concerning office workers revealed by the April 1958 working conditions survey, are the continued tendency towards a standard work week of less than 37½ hours, and an increase in both three and four week paid vacations provisions with reduced service requirements.

According to the survey the proportion of office employees with a standard work week of less than 37½ hours increased to almost 26 per cent compared with 23 per cent and 21 per cent in 1957 and 1954 respectively. At the same time the extent of the five-day work week increased slightly.

At first sight the proportion of employees qualifying for a two-week paid vacation after one year or less service would appear to have declined. However, it should be borne in mind that slight changes in proportions from year to year may be due to small changes in survey coverage and should, therefore, be interpreted in the light of developments or trends appearing over a number of years together.

The proportion of those office workers in establishments reporting a three-week paid vacation increased markedly from about 76 per cent in 1957 to some 82 per cent by 1958. This was also accompanied by a significant rise in the number qualifying for

such vacations after less than 15 years' service: that is, from 17 per cent in 1957 to 25 per cent in 1958.

Similarly, there has been an increase in the extent of a four-week paid vacation to over 20 per cent of the office workers surveyed, as against 16 per cent the previous year. As with plant employees, the predominant service requirement for a four-week vacation is 25 years.

The number of paid statutory holidays granted to office workers continued to increase. Employees in plants granting nine or more statutory holidays in 1958 increased to 27 per cent over 25 per cent in 1957.

The coverage under the various pension, insurance and group medical plans remained practically unchanged.

**TABLE 1—SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING**

NOTE: Percentages denote the proportions which plant employees of establishments reporting specific items bear to the number in all establishments covered by the survey; these are not necessarily the proportions covered by the various items.

	Percentage of Plant Employees				
	1958	1957	1956	1955	1954
	%	%	%	%	%
<b>Standard Weekly Hours—</b>					
40 and under.....	70.1	66.3	62.1	57.9	52.8
Over 40 and under 44.....	9.3	11.1	11.2	11.5	13.9
44.....	4.2	4.5	5.8	6.8	7.7
45.....	7.5	8.8	9.5	11.2	12.5
Over 45 and under 48.....	1.7	1.6	1.7	1.8	1.7
48.....	4.1	4.4	6.0	7.1	7.2
Over 48.....	3.1	3.3	3.7	3.7	4.2
Employees on a 5-day week.....	88.3	88.4	85.5	83.9	82.5
<b>Vacation with Pay—</b>					
Two Weeks with pay.....	95.3	94.8	92.3	92.4	92.0
After: 1 year or less.....	22.9	17.8	15.5	15.6	15.5
2 years.....	13.8	12.6	11.5	11.4	10.3
3 years.....	28.3	29.5	27.9	27.0	25.5
5 years.....	27.8	31.5	33.7	34.7	35.2
Other.....	2.5	3.4	3.7	3.7	5.5
Three Weeks with pay.....	72.5	67.6	62.9	60.0	53.6
After: Less than 10 years.....	3.6	0.9	0.9	0.9	0.3
10 years.....	7.8	5.2	3.1	1.7	1.6
11—14 years.....	3.6	2.1	0.9	0.6	0.1
15 years.....	50.8	50.4	47.0	43.7	36.9
20 years.....	4.0	4.9	5.6	6.4	6.9
Other.....	2.7	4.1	5.4	6.7	7.8
Four Weeks with Pay.....	15.6	12.4	10.2	6.8	5.0
After: 25 years.....	11.8	10.0	7.6	5.8	4.1
Other.....	3.8	2.4	2.6	1.0	0.9
<b>Paid Statutory Holidays.....</b>	<b>96.7</b>	<b>96.6</b>	<b>93.8</b>	<b>94.4</b>	<b>93.6</b>
1—5.....	9.5	10.9	11.8	14.3	17.2
6.....	6.2	7.4	8.4	12.6	13.1
7.....	11.2	10.9	12.0	11.2	11.3
8.....	52.2	53.4	51.5	47.3	43.4
9.....	14.4	11.0	7.9	6.8	6.3
More than 9.....	3.2	3.0	2.2	2.2	2.3
<b>Pension and Insurance Plans—</b>					
Pension plans.....	69.3	68.5	64.7	61.1	59.3
Group life insurance.....	89.6	89.1	86.8	85.6	83.4
Wage loss insurance.....	81.5	79.2	77.3	74.7	73.9
<b>Group Hospital—Medical Plans—</b>					
Hospitalization.....	88.4	87.5	89.4	86.5	86.5
Surgical benefits.....	89.7	89.6	90.3	86.2	82.4
Physicians' services in hospital.....	78.6	77.5	76.6	70.4	64.8
Physicians' home and office calls.....	51.9	51.8	50.3	45.8	41.5



TABLE 2—SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

NOTE: Percentages denote the proportions which office employees of establishments reporting specific items bear to the number in all establishments covered by the Survey; these are not necessarily the proportions covered by the various items.

	Percentage of Office Employees				
	1958	1957	1956	1955	1954
	%	%	%	%	%
<b>Standard Weekly Hours—</b>					
35 and under.....	15.7	13.4	12.5	12.0	11.9
Over 35 and under 37½.....	10.0	9.8	9.4	9.9	9.1
37½.....	41.2	41.1	40.8	38.2	34.9
Over 37½ and under 40.....	9.8	8.9	9.6	12.0	15.0
40.....	18.8	21.7	21.2	20.0	21.0
Over 40.....	4.5	5.1	6.5	7.9	8.1
Employees on 5-days week.....	93.1	92.1	90.9	89.1	88.5
<b>Vacations with Pay—</b>					
Two Weeks with pay.....	98.7	98.7	98.7	98.6	96.0
After: 1 year or less.....	89.3	91.2	90.1	89.3	87.0
2 years.....	5.8	5.2	5.2	5.3	5.0
3 years.....	1.1	0.9	0.9	1.0	0.8
5 years.....	1.4	1.1	2.0	1.3	1.6
Other.....	1.1	0.3	0.5	1.7	1.6
Three Weeks with Pay.....	81.9	76.4	71.9	69.4	63.8
After: Less than 10 years.....	4.4	2.9	2.4	2.1	2.3
10 years.....	16.1	11.8	7.9	3.3	3.1
11—14 years.....	4.3	2.5	0.8	0.3	0.2
15 years.....	51.6	52.2	51.3	51.0	43.4
20 years.....	3.3	3.9	5.5	6.7	7.2
Other.....	2.2	3.1	4.0	6.0	7.6
Four Weeks with Pay.....	20.4	16.1	12.9	7.6	5.5
After: 25 years.....	14.1	12.2	9.1	6.1	4.2
Other periods.....	6.3	3.9	3.8	1.5	1.3
<b>Paid Statutory Holidays.....</b>	<b>93.3</b>	<b>99.6</b>	<b>99.0</b>	<b>99.1</b>	<b>98.9</b>
1 to 6.....	4.5	4.3	4.2	6.8	6.5
7.....	8.7	9.4	9.7	10.7	11.4
8.....	58.1	61.0	60.8	61.1	61.0
9.....	22.0	19.5	17.5	14.9	13.6
More than 9.....	5.0	5.4	6.8	5.6	6.4
<b>Pension and Insurance Plans—</b>					
Pension plans.....	82.6	81.3	78.4	74.4	71.7
Group life insurance.....	93.6	93.5	90.5	90.1	87.4
Wage loss insurance.....	62.5	62.6	53.4	58.6	59.0
<b>Group Hospital-Medical Plans—</b>					
Hospitalization.....	92.1	92.0	93.1	91.1	91.1
Surgical benefits.....	93.1	93.1	93.1	90.0	87.5
Physicians' services in hospital.....	83.9	82.6	80.8	73.8	69.1
Physicians' home and office calls.....	56.1	55.5	53.9	48.2	41.8

Average Pension Paid to Retiring Autoworkers Is \$60

The average member of the United Auto Workers of America (AFL-CIO-CLC) who retires at the present time has 25 years service to his credit and draws a pension from his employer of \$60 monthly.

More than 90,000 UAW members have received benefits from pension plans negotiated by the union.

When the union negotiated its first pension plan with the Ford Motor Company in 1949, the average worker who retired voluntarily, or involuntarily because of age, received \$39 a month in social security payments.

In the past, retirement because of disability often meant retirement without income for many UAW members.

In addition to the \$60 monthly that the average UAW member receives from his employer, the U.S. worker receives \$108 each month in social security benefits. If his wife is living and over 65 years of age, there is an additional social security benefit of \$54.30 monthly.

# STRIKES AND LOCKOUTS

## July 1958

During July, approximately 6,000 workers in Canada were involved in a total of 46 work stoppages amounting to 84,000 man-days. Although there were more work stoppages in July than in any other month since the beginning of the year, the number of workers reported on strike or locked out was below earlier totals, and the time loss in man-days was down from the previous month.\*

Of the 46 work stoppages reported during July, 14 involved 100 or more workers. Seven of these larger work stoppages had started before July, and four of the seven were still in progress at the end of the month. Four of the seven larger work stoppages which began in July also continued into August.

Among Canada's provinces, Ontario had the largest number of work stoppages, but the time loss in Ontario was not nearly as

high as British Columbia's total of 41,000 man-days. Most of the time loss in British Columbia resulted from the continuing dispute between approximately 1,000 plumbers and pipefitters and some 100 heating contractors, and the strike of seamen and other personnel of the B.C. Coastal Steamship Service of the Canadian Pacific Railway. The Coastal Steamship Service, however, resumed operations toward the end of July under a government administrator appointed under special legislation for the period pending the settlement of differences between the company and the unions representing the employees of the coastal ships.

Work stoppages, mostly small, were reported also from nearly all other provinces. In one of the few larger disputes outside Ontario and British Columbia, the Windsor, N.S. plants of the Canadian Gypsum Company remained strike-bound for the ninth consecutive month.

**TABLE 1—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, JULY 1958**

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Mining.....	2	717	8,630
Manufacturing.....	18	2,083	26,815
Construction.....	7	1,762	32,090
Transportation.....	7	971	12,405
Trade.....	5	136	1,040
Service.....	7	409	3,350

**TABLE 2—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, JULY 1958**

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Newfoundland.....	2	294	2,030
Nova Scotia.....	1	300	7,800
New Brunswick.....	2	181	1,355
Quebec.....	7	524	9,605
Ontario.....	22	2,398	19,845
Saskatchewan.....	5	288	1,315
Alberta.....	1	62	1,115
British Columbia.....	6	2,031	41,265

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence

during July 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, August 1958

The consumer price index (1949=100) advanced 0.4 per cent from 124.7 to 125.2 between July and August 1958\*. The rise was largely due to a 1-per-cent increase in the food index from 121.4 to 122.6, which approximated the usual July-August seasonal increase.

The shelter and other commodities and services indexes also contributed to the over-all increase, while clothing and household operation eased slightly.

Fresh tomato prices, which normally drop quite sharply between the first weeks of July and August, were unusually strong and increased in the period under review, although most other fresh vegetables experienced seasonal declines. Apple prices reflected initial marketings of the new crop, while imported bananas and oranges were up. Beef prices continued to moderate slightly, and pork prices edged up. Eggs eased 4 cents a dozen.

The shelter index rose from 138.4 to 139.1, reflecting increases in rents, mortgage interest rates and property taxes.

A fractional increase in the other commodities and services index from 130.4 to 130.6 resulted from small price increases in a variety of commodities: pharmaceuticals, personal care items, gasoline, taxi fares and film.

The clothing index declined from 109.9 to 109.6 as the result of summer sales, particularly in women's and children's wear.

A fractional drop in the household operation index from 120.6 to 120.5 reflected sale prices for furniture, floor coverings and some textiles, which were partially offset by slight increases in household supplies and coal.

The index one year earlier (August 1957) was 122.6. Group indexes on that date were: food 120.2, shelter 135.3, clothing 108.2, household operation 119.7, and other commodities and services 126.9.

## City Consumer Price Indexes, July 1958

Consumer price indexes (1949=100) were lower in seven of the ten regional cities between June and July; decreases ranged from 0.2 per cent in Saint John, Montreal and Saskatoon-Regina to 0.6 per cent in

Winnipeg. The Ottawa index was unchanged while those for St. John's and Halifax rose 0.4 per cent and 0.3 per cent respectively\*.

Food indexes declined in all regional cities except St. John's and Halifax, with decreases in the four western cities larger than those that occurred in eastern regional cities. Price declines were general for a number of fresh vegetables, fats, coffee, sugar, beef and some pork cuts. Egg prices rose in all regional cities except Vancouver while bread prices were up in St. John's. Flour prices increased slightly in a number of cities.

Shelter indexes were unchanged in the three Atlantic regional cities and Winnipeg, but were up in the other six cities. Clothing indexes increased in six regional cities largely as a result of upward movement in men's wear indexes. Mixed movements were evident in the household operation group with most changes quite moderate. Electricity rates increased in Halifax, coal prices were down in Toronto but up in Vancouver while fuel oil prices declined in Saskatoon. New models in appliances were up somewhat in a number of cities. Declines in other commodities and services indexes reflected some price decreases for new passenger cars. Gasoline prices were up slightly in Montreal but down sharply in Winnipeg, where No. 2 gasoline was retailing widely at 28.9 cents per gallon at the beginning of July. Newspaper prices increased in Saskatoon.

Regional consumer price index point changes between June and July were as follows: Winnipeg -0.7 to 122.6; Edmonton-Calgary -0.6 to 121.3; Vancouver -0.5 to 124.6; Toronto -0.4 to 128.4; Saskatoon-Regina -0.3 to 121.9; Saint John -0.2 to 124.7; Montreal -0.2 to 125.0; St. John's +0.4 to 112.7†; Halifax +0.4 to 122.8. Ottawa remained unchanged at 125.4.

## Wholesale Prices, July 1958

The general wholesale price index (1935-39=100) decreased 0.2 per cent between June and July, moving from 227.4 to 227.0, which is 0.5 per cent lower than July of last year. Four of the major groups receded and only one group, vegetable products,

\*See Table F-2 at back of book.

†On base June 1951=100.

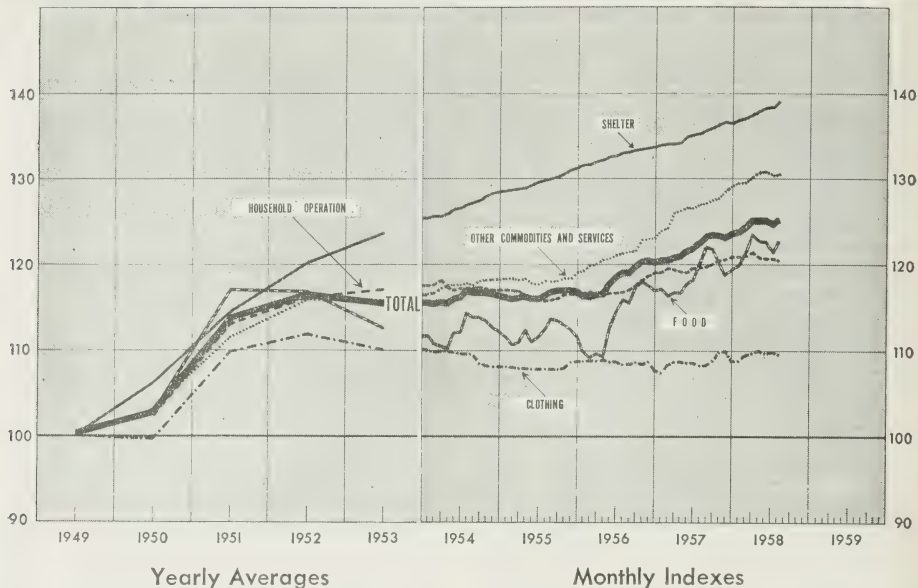
\*See Table F-1 at back of book.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



registered an upward movement. The remaining three showed no change.

Animal products showed a decrease of 1.9 per cent, down from 257.2 to 252.3; non-ferrous metals declined 0.6 per cent from 163.7 to 162.8, the seventh consecutive decrease from December 1957, when the index stood at 169.3; non-metallic minerals dropped 0.1 per cent from 187.0 to 186.8 and chemical products 0.1 per cent from 182.9 to 182.7.

Vegetable products increased 1.2 per cent from 196.5 to 198.8. This also represents an increase of 1.8 per cent over the same period last year. Higher prices for potatoes, fresh fruits, western hay, livestock and poultry feeds, and vegetable oils and products largely contributed to this increase.

Indexes for textile products, wood products and iron products were unchanged at 228.4, 295.8 and 251.6 respectively.

**The residential building material price index (1949=100)** rose fractionally from 126.6 in June to 126.8 for July. The non-residential building material series (1949=100) also moved up from 129.0 to 129.1.

## U.S. Consumer Price Index, July 1958

The United States consumer price index (1947-49=100) rose to an all-time high during July, to 123.9 from 123.7 in mid-June. The increase was attributed to higher transportation costs and medical services.

## U.K. Index of Retail Prices, June 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) also rose to an all-time high of 110.2 at mid-June after having dropped to 109.2 at mid-May. A year earlier the index stood at 105.7.

Labour income received by Canadians in the first half of 1958 rose 2.8 per cent to \$7,622,000,000 from \$7,417,000,000 a year ago. Three of the five major industrial groups recorded gains in June and the half-year. Two recorded losses.

Labour income in June was estimated at \$1,350,000,000, up 2.1 per cent from June 1957.

Half-year totals were: agriculture, forestry, fishing, trapping and mining, \$476,000,000; manufacturing, \$2,321,000,000; construction \$543,000,000; utilities, transportation, communication, storage and trade, \$2,019,000,000; finance and services (including government) \$2,002,000,000; supplementary labour income, \$261,000,000.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institutions. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 121.

## Accident Prevention

1. INTERNATIONAL LABOUR OFFICE. *Occupational Safety and Health in Forestry Operations*. Geneva, 1957. Pp. 184.

Partial Contents: Statistics. Legislation. Inspection. Standards and Codes for Equipment and Methods of Work. Education, Training, Propaganda. Research. Safety Organisation in Undertakings. Medical Aid. Housing Accommodation.

2. INTERNATIONAL LABOUR OFFICE. *Safety and Health in Dock Work*. Geneva, 1958. Pp. 125.

Contents: General Provisions. Wharves and Quays. Means of Access to Ships. Transport to Dockworkers by Water. Protection of Hatchways. Access to Holds. Decks. Loading and Unloading Machinery and Gear. Loading and Unloading Operations. Transport Equipment and Operations. Lifting. Carrying and Piling Material. Warehouses and Storeplaces. Dangerous Substances and Environments. Personal Protective Equipment. Medical Aid and Rescue. Personnel Facilities. Selection and Training of Dockworkers. Safety and Health Organization. Miscellaneous Provisions.

3. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Union-Management Cooperation for Safety; the Joint Safety Program of the Forstmann Woolen Company and Local 656, Textile Workers Union of America, AFL-CIO, 1948-1956*, by Richard H. Wood and Jack Chernick. New Brunswick, 1957. Pp. 25.

This report concludes that the Forstmann Joint Safety Program has resulted in a continued good safety record. Employee representation has helped to enforce safety regulations.

## Annual Reports

4. BRITISH COLUMBIA. DEPARTMENT OF INDUSTRIAL DEVELOPMENT, TRADE, AND COMMERCE. *Report for the Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 52.

5. CANADA. BUREAU OF STATISTICS. *Estimates of Families in Canada, 1957*. Ottawa, Printer, 1958. Pp. 10.

6. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1957*. Ottawa, 1958. Pp. 21.

7. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1957*. London, H.M.S.O., 1957. Pp. 74.

8. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1958*. London, H.M.S.O., 1958. Pp. 59.

9. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report for Period ending March 31st, 1957*. Winnipeg, 1958. Pp. 27.

10. NEW YORK (STATE). DEPARTMENT OF LABOR. *Report of the Industrial Commissioner, 1957*. New York, 1958. Pp. 64.

11. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1957*. Toronto, Queen's Printer, 1958. Pp. 40.

12. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *A Decade of Co-operation, Achievements and Perspectives; 9th Report of the O.E.E.C.* Paris, 1958. Pp. 187.

13. SINGAPORE. LABOUR DEPARTMENT. *Annual Report, 1956*. Singapore, Government Printer, 1958. Pp. 101.

14. U.S. GOVERNMENT CONTRACT COMMITTEE. *Fourth Annual Report on Equal Job Opportunity, 1956-1957*. Washington, G.P.O., 1957. Pp. 20.

15. U.S. NATIONAL SCIENCE FOUNDATION. *Seventh Annual Report for the Fiscal Year ended June 30, 1957*. Washington, G.P.O., 1958. Pp. 279.

## Atomic Power

16. EUROPEAN PRODUCTIVITY AGENCY. *The Industrial Challenge of Nuclear Energy*. Paris, 1957. Pp. 288.

Papers given during the First Information Conference on Nuclear Energy for Management, Paris, April 1957.

Contents: Pt. 1. The Technical Aspects of Nuclear Energy. Pt. 2. The Economic Aspects of Nuclear Energy. Pt. 3. Industrial Uses of Radioisotopes. Pt. 4. The Industrial Aspects of Nuclear Energy. Pt. 5. Development of Nuclear Energy.

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Industrial Uses of Radio-isotopes*, by John J. McMahon and Arnold Berman. New York, c1958. Pp. 86.

Briefly explains what radioisotopes are, how they are used in industry. Provides information about the Canadian and British programs.

## Automation

18. CONFERENCE ON MANUFACTURING AUTOMATION, PURDUE UNIVERSITY. 1st, 1956. *First Conference on Manufacturing Automation, Purdue University, October 22, 23, and 24, 1956.* Cleveland, Penton Publishing Company, c1956. Pp. 96.

Co-sponsored by Purdue University School of Mechanical Engineering and Dept. of Industrial Engineering, and Automation; the magazine of automatic operations.

Partial Contents: Developing Small Scale Automation. Developing Large Scale Automation. Economic Study for Automation. The Automated Plant. Designing Products for Automation.

19. POLLOCK, FREDERICK. *The Economic and Social Consequences of Automation.* Translated by W. O. Henderson and W. H. Chaloner. Oxford, Basil Blackwell, 1957. Pp. 276.

This study, based mainly on American experience, contains a historical survey of automation, a discussion of some of the problems caused by automation, and developments in the theory and practice of automation in 1955.

20. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Automation and Recent Trends. Hearings before the Subcommittee on Economic Stabilization of the Joint Economic Committee, Congress of the United States, Eighty-Fifth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304, 79th Congress.* November 14 and 15, 1957. Washington, G.P.O., 1957. Pp. 100.

Examines current trends and the outlook for automation in banks and retail trade and from the point of view of a research scientist.

21. VAN AUKEN, KENNETH G. *Automation and its Implications. (Speech) before the New York State Council for the Social Studies, Buffalo, New York, February 22, 1958.* Washington, 1958. Pp. 15.

The speaker discusses the growth of automation, its implications for the country, social sciences, Bureau of Labor Statistics case studies, immediate effects of automation on individuals, job content changes, retraining, and future implications.

## Civil Service

22. U.S. BUREAU OF EMPLOYEES' COMPENSATION. *What Every Federal Employee should know about the Federal Employees' Compensation Act.* Rev. ed. Washington, G.P.O., 1958. Pp. 7.

23. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization and Personnel Management in the Federal Government. Hearings*

*before the Subcommittee on Management Utilization and Departmental Personnel Management of the Committee on Post Office and Civil Service, House of Representatives, Eighty-Fourth Congress, Second Session...* Washington, G.P.O., 1957. Pp. 289.

Hearings held, Dec. 10-14, 1956.

The hearings were held to determine whether American federal government departments and agencies are doing anything to bring about a reduction in manpower and to use scientific and technical manpower more effectively.

## Disabled - Rehabilitation

24. AITKEN, ALEXANDER P. *The Rehabilitation and Re-employment of Workers disabled by Low Back Injuries; Statement presented... at the 43rd Annual Convention of the I.A.I.A.B.C., September 23, 1957, St. Paul, Minnesota.* Washington, U.S. Bureau of Labor Standards, 1957. Pp. 8.

25. U.S. CONGRESS HOUSE. COMMITTEE ON EDUCATION AND LABOR. *To amend the Vocational Rehabilitation Act. Hearing before a Subcommittee of the Committee on Education and Labor, House of Representatives, Eighty-Fifth Congress, First session of H.R. 5759, superseded by H.R. 8429, a Bill to extend for the Fiscal Year ending June 30, 1958, Grants under the Vocational Rehabilitation Act for the Planning, Preparing for, and Initiating a Substantial Nationwide Expansion of Vocational Rehabilitation Programs in the States.* Hearing held in Washington, D.C., June 10, 1957. Washington, G.P.O., 1957. Pp. 38.

## Economic Conditions

26. BURNS, ARTHUR FRANK. *Prosperity without Inflation.* New York, Fordham University Press, c1957. Pp. 88.

Consists of four lectures given at Fordham University in October, 1957. Contents: The Recent Inflation in Perspective. Dealing with Recession and Inflation. The New Environment of Monetary Policy. Public Policies for coping with Inflation.

27. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Soviet Economic Growth; a Comparison with the United States; a Study prepared for the Subcommittee on Foreign Economic Policy of the Joint Economic Committee.* Washington, G.P.O., 1957. Pp. 149.

The comparison of the economy of Russia with that of the U.S. considers the following: (1) the volume of current production in various economic sectors; (2) the rate at which this production has been growing; (3) the relative emphasis placed on consumption, investment, and other uses; and (4) the likely rates and patterns of development of the two economies in the future.



## Education

28. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. *The History of an Idea, 1927-1957*. New York, 1958. Pp. 47.

Journal of the American Labor Education Service, 30th anniversary issue. A history of the American Labor Education Service.

29. CANADA. BUREAU OF STATISTICS. *Statistical Review of Canadian Education, Census 1951*. Ottawa, Queen's Printer, 1958. Pp. 112.

Partial Contents: School Attendance and Years of Schooling. School Enrolment in the Canadian Provinces, 1951. Years of Schooling for the Population at School and Out of School, 1951. Number and Per Cent of the Population with 13 or More Years at School. Racial Extraction and Schooling. Education Attainment and Vocation.

## Employment Management

30. COLLINGRIDGE, J. M. *Personnel Management in the Small Firm*, by J. M. Collingridge and M. Ritchie. London, Institute of Personnel Management, 1957. Pp. 55.

The authors examine the characteristics of the small firm and describe the functions of the personnel manager. Examples are given showing how small firms have handled personnel problems. Three case studies are included.

31. DARTNELL CORPORATION. *Working Conditions in 165 Offices; Information of Value to Office Managers as a Check List on Present Conditions*. Chicago, 1957. 1 Volume. (various pagings).

Some of the topics discussed are: working hours, attendance controls, lunch periods, rest periods, vacation policies, hospital and surgical benefits, sick leave practices, merit rating, job evaluation, grievance handling, individual and/or group counselling, legal advice, athletic programs, and, automation.

## Fringe Benefits

32. ASSOCIATED INDUSTRIES OF CLEVELAND. *Employee Benefit Survey*. Cleveland, 1957. Pp. 12.

33. BORTZ, NELSON MARKLEY. *Measuring Fringe Benefit Expenditures*. (Speech) before Collective Bargaining Conference, American Management Association... Chicago, May 15, 1956. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 18.

34. U.S. MARITIME ADMINISTRATION. *Seafaring Fringe Benefits; Welfare, Pension, Employment Security, Vacations, as of January 1, 1957*. Washington, G.P.O., 1958. Pp. 2.

## Industrial Relations

35. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Industrial Relations in the New Japan*, by Solomon B. Levine. Urbana, 1957. Pp. 209-220.

A review of the trade union movement in Japan since World War II with a discussion of collective bargaining and labor disputes.

36. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *The Criminal Law and the Civil Code in Day-to-Day Employee Relations; a Panel Discussion, Thursday, October 24th, 1957, Montreal. Transcript of Proceedings*. Montreal, 1958. Pp. 25.

The three speakers, all lawyers, discussed the termination of employee services, the question of searching an employee, the question of mischief, that is, the destruction of property, picketing, etc. The speakers answered questions from the audience.

37. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Management Rights; a Panel Discussion, Thursday, December 5th, 1957, Montreal. Transcript of proceedings*. Montreal, 1958. Pp. 26.

There were four speakers on the panel. The first speaker defined management rights. The other three speakers discussed the negotiating of management rights from the point of view of the union, management, and of an arbitrator.

38. NATIONAL ACADEMY OF ARBITRATORS. *Arbitration Today; Proceedings of the 8th Annual Meeting, Boston, Mass., Jan. 27 and 28, 1955*. Washington, Bureau of National Affairs, 1955. Pp. 211.

Partial Contents: The Factor of Ability in Labor Relations, by James J. Healy. Problems in the Arbitration of Wage Incentives, by William W. Waite. The Arbitration of Alleged Security Risks, by Benjamin C. Roberts. Arbitration by the National Railroad Adjustment Board, by Carroll R. Daugherty. Seniority Concepts, by George W. Taylor. Arbitration of Jurisdictional Disputes. The American System of Industrial Relations, by Sumner H. Slichter.

## Industry

39. CANADA. BUREAU OF STATISTICS. *General Review of the Manufacturing Industries of Canada, 1955*. Ottawa, Queen's Printer, 1958. Pp. 198.

40. EUROPEAN PRODUCTIVITY AGENCY. *Water Economy in Iron and Steel Works*. Project No. 298. Paris, O.E.E.C., 1958. Pp. 71.

Deals with water supply for the iron and steel industry in West Germany, Austria, France and Italy and legislation and regulations regarding water in these four countries.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Inventory Management in Industry*, by Carl G. Baumes. New York, c1958. Pp. 102.

Partial Contents: Common Inventory Objectives. How Inventory Objectives are set. Organization for Inventory Management. Establishing Standards of Performance. Trends in Inventory Administration. Measuring and evaluating Performance. Typical Inventory Reports. Seven Case Studies.

42. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *OEEC Statistical Bulletins: Definitions and Methods. I. Indices of Industrial Production*. 3rd ed. Paris, 1958. Pp. 109.

43. U.S. BUREAU OF EMPLOYMENT SECURITY. *Blast Furnaces, Steel Works and Rolling Mills*. Washington, 1958. Pp. 9.

A survey of 157 establishments with a total employment of 517,900.

### Labour Organization

44. BRITISH COLUMBIA FEDERATION OF LABOR (CLC). *Proceedings, Second Convention, October 24th, 25th, 26th and 27th, 1957*. Vancouver, B.C. Vancouver, 1957. 1 Volume (various pagings).

45. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *The Extent of Union Organization in Canada*. Submitted to the 1st General Board meeting; Canadian Labour Congress, Montreal, May 1, 2, 3, 1957. Ottawa, 1957. Pp. 34.

46. CONFEDERATION INTERNATIONALE DES SYNDICATS CHRETIENS. *Le plein emploi; trois années d'activité internationale. 12ème Congrès, Anvers, 12-14 Decembre 1955*. Utrecht, 1956? Pp. 528.

47. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Spotlight on Union Activities—Their Impact on Individuals, the Economy and the Public; Excerpts from Proceedings at 62nd Congress of American Industry, December 4-6, 1957*. New York, 1958. Pp. 18.

Contents: Can Labor clean its Own House, by Sylvester Petro. The Right to work, by John E. Cogan. Is the Public protected by Present Labor Laws? By Carl T. Curtis. Symposium: Individual Rights or Organized Wrongs.

48. NORTH ATLANTIC TREATY ORGANIZATION. INFORMATION DIVISION. *The Trade Unions and NATO; with a Preface by Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress*. Paris, 1957. Pp. 39.

The purpose of this pamphlet "is to examine the significance of the Atlantic Alliance from the point of view of organized labour; to assess the support which the trade unions have given to NATO; to bring out some of the problems of common concern to them and to NATO; and, finally, to urge upon trade unionists the reasons for studying the future development of the Atlantic Community."

49. NEW ZEALAND FEDERATION OF LABOUR. *Twenty-First Annual Report... for Period ending January CV, VTER*. Wellington, 1958. Pp. 15.

50. UNITED STEELWORKERS OF AMERICA. *Here's How USWA Dues Work for You*. Pittsburgh, n.d., 1958? Pp. 22.

51. WORLD FEDERATION OF TRADE UNIONS. *Report of Activity, November 1953-June 1957, presented at the 4th World Trade Union Congress, Leipzig, October 4-15, 1957*. Paris? 1958? Pp. 423.

### Occupations

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Machinist and Machine Operators (Metal)*. Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 24.

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Mining Occupations*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 44.

Provides information on types of mine, mining processes and occupations, qualifications, training, earnings and hours of work, advantages and disadvantages, organizations and trends.

54. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Engineering Work for Girls*. London, H.M.S.O., 1958. Pp. 20.

Describes jobs for women in sheet metal work, plastic moulding, machine shops, assembling clocks or television sets, laboratory work, mechanical drawing, etc.

55. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Farm and Horticultural Workers*. London, H.M.S.O., 1958. Pp. 40.

Describes training, opportunities, wages and conditions of farm and horticultural workers and lists agricultural and horticultural institutes in England, Scotland and Wales.

56. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Journalism and Press Photography*. London, H.M.S.O., 1958. Pp. 47.

Describes the work of the journalist and indicates the necessary personal qualities and abilities. Provides information about educational qualifications and training and prospects.

57. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Nursing and Midwifery*. London, H.M.S.O., 1958. Pp. 40.

Contents: The Development of the Profession. Nursing in Hospital. Nursing outside the Hospital. Personal Qualities. Training. Midwifery. Conditions of Service, Openings and Prospects.

58. U.S. WOMEN'S BUREAU. *Memo to: Communities Re: The Nurse Shortage, Ideas, Studies, Programs*. Washington, G.P.O., 1958. Pp. 5.

59. U.S. WOMEN'S BUREAU. *Nurses and Other Hospital Personnel; Their Earnings and Employment Conditions*. Washington, G.P.O., 1958. Pp. 27.

## Open and Closed Shop

60. EDITORIAL RESEARCH REPORTS. *Right-to-work Laws*, by William R. McIntyre. Washington, 1957. Pp. 841-856.

A right-to-work law which prohibits compulsory union membership is in force in 18 states.

61. UNITED STEELWORKERS OF AMERICA. *Work for Rights; the Right to Union Security*. Pittsburgh, n.d., 1958? Pp. 108.

A criticism of "right-to-work" laws. Contains material in favor of union security.

## Professional Workers

62. CANADA. DEPARTMENT OF LABOUR. *Wanted... More Experts! How can We increase Our Professional and Technical Manpower Resources to fill Growing Future Demands? Eleven Leading Canadians discuss the Problems*. Ottawa, Queen's Printer, 1958. Pp. 54.

These eleven talks comprise a series of broadcasts on the "Canada at Work" radio program which is produced by the Information Branch of the Federal Department of Labour.

63. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Teacher Shortage—Causes and Remedies*. Washington, 1957. Pp. 60.

## Social Security

64. INTERNATIONAL LABOUR OFFICE. *Social Security; a Workers' Educational Manual*. Geneva, 1958. Pp. 132.

Discusses such forms of social security as family allowances, sickness and maternity insurance, pensions, workmen's compensation, unemployment insurance, medical benefits, etc.

65. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *Economic Measures in Favour of the Family; a Survey of Laws and Administrative Regulations providing for Economic Measures in Favour of the Family in Various Countries*. New York, 1952. Pp. 175.

This survey covers legislative and administrative texts in force in 24 countries on a selected date, June 30, 1949. There are three types of measures discussed:

1. measures relating to the maintenance of the family's level of income;
2. measures relating to the maintenance of the family's pattern of consumption and expenditure; and,
3. measures relating to the maintenance of family means of subsistence.

## Unemployment

66. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Employment Effects of a Plant Shutdown in a Depressed Area*, by Richard C. Wilcock. Urbana, 1957. Pp. 1047-1052.

Summarizes some of the findings of a study of the effects of a major plant shutdown on a small southern Illinois city which already had a high level of unemployment.

67. NATIONAL PLANNING ASSOCIATION. *Depressed Industrial Areas—a National Problem; a Policy Statement by the NPA Special Committee on Depressed Areas and a report by William H. Miernyk*. Washington, 1957. Pp. 67.

"One of the criteria traditionally employed in defining depressed areas has been the percentage of the local labor force unemployed." Partial Contents: Chronic Localized Depression—Why and Where. Persistent Unemployment and Its Effects. Case Studies of Local and Area Redevelopment Activities. Redevelopment Activities at the State Level. Federal Government and Depressed Areas. The Over-All Problem of Depressed Industrial Areas.

68. WERMEL, MICHAEL THEODORE. *Supplemental Unemployment Benefit Plans; Their Economic and Industrial Implications*, by Michael T. Wermel and Geraldine M. Beideman. Pasadena, Industrial Relations Section, California Institute of Technology, 1957. Pp. 51.

Explains the types of supplemental unemployment benefit plans; discusses problems arising from these plans; and, suggests future developments.

## Wages

69. AMERICA FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Severance Pay in Key Manufacturing Agreements*. Washington, 1958. Pp. 8, 10.

A comparative analysis of the major features of union-negotiated severance pay plans in manufacturing industries with 5,000 or more employees.

70. U.S. DEPARTMENT OF AGRICULTURE. *Area Variations in the Wages of Agricultural Labor in the United States*, by Sheridan T. Maitland and Dorothy Anne Fisher. Washington, G.P.O., 1958. Pp. 54.

Shows that farm wage rates cannot compete with industrial wage rates and that farm workers are attracted away from farm jobs and fewer people are likely to seek farm employment.

71. U.S. WOMEN'S BUREAU. *Digest of State Equal-Pay Laws*. Revised as of December 1, 1957. Washington, 1958? Pp. 20.

## Miscellaneous

72. CANADA, DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. CANADIAN CITIZENSHIP BRANCH. *Our System of Government*. Ottawa, Queen's Printer, 1957. Pp. 47.

73. CLAGUE, EWAN. *Older Worker Placement. (Speech) before the Employers' Institute, Philadelphia, Pennsylvania, December 5, 1957*. Washington, U.S. Department of Labor, 1958. Pp. 7.



74. CLAGUE, EWAN. *Postwar Trends in Productivity; Total Private Economy and Major Sectors. Material submitted to Joint Economic Committee for Hearings on January 1958 Economic Report of the President January 28, 1958.* Washington, U.S. Bureau of Labor Statistics, 1958. Pp. 39.

75. COMMUNITY COUNCIL OF GREATER NEW YORK. BUDGET STANDARD SERVICE. *A Family Budget Standard, for the Use of Social and Health Agencies in New York City.* New York, Community Council of Greater New York, Research Dept., 1955. Pp. 62.

The Family Budget Standard has these purposes:

- "1. To provide current reference materials on family living costs, typical requirements, retail prices, and related data.
2. To provide a basis for establishing equitable fee scales consistent with ability to pay for services rendered by public or voluntary welfare and health agencies, and to determine eligibility for free services.
3. To facilitate counselling on problems of family financial management.
4. To provide budget material for in-service training programs."

76. LIKERT, RENSIS, ed. *Some Applications of Behavioural Research.* Edited by Rensis Likert and Samuel P. Hayes, Jr. Paris, UNESCO, 1957. Pp. 333.

Contents: Behavioural Research: a Guide for Effective Action, by Rensis Likert. Administrative Leadership and Organizational Effectiveness, by Stanley E. Seashore. The Training of Leaders for Effective Human Relations, by Stanley E. Seashore. Human Factors in Research Administration, by Hollis W. Peter. Training Foreign Nationals in the United States, by Simon O. Lesser and Hollis W. Peter. Group Influence in Marketing and Public Relations, by Francis S. Bourne. Psychological Surveys in Business Forecasting, by Irving Morrisett. Relating Behavioural Research to the Problems of Organizations, by Samuel P. Hayes.

77. MONA, JAMAICA. UNIVERSITY COLLEGE OF THE WEST INDIES. INSTITUTE OF SOCIAL AND ECONOMIC RESEARCH. *Caribbean Studies: a Symposium.* Edited by Vera Rubin. Mona, 1957. Pp. 124.

Partial Contents: Contemporary Social-Rural Types in the Caribbean Region, by Elena Padilla. Race Relations in Caribbean Society, by Eric Williams. The Present Status of the Social Sciences in the British Caribbean, by Lloyd Braithwaite. Cultural Perspectives in Caribbean Research, by Vera Rubin.

78. NADLER, GERALD. *Work Simplification.* New York, McGraw-Hill, 1957. Pp. 292.

"Work simplification is the systematic analysis of any type of work to 1. Eliminate unnecessary work. 2. Arrange remaining work in the best order possible. 3. Make certain that the right method is used." The book tells how to increase productivity, reduce fatigue, cut down on accidents, and save materials.

79. ORGANIZATION FOR EUROPEAN CO-OPERATION. *The Search for and Exploitation of Crude Oil and Natural Gas in the OEEC Area.* Paris, 1957. Pp. 79.

"The aim of the present study is to make known... the exact position at the end of 1956, in the Member countries and in Spain and Yugoslavia, with regard to the following points:

- (1) mining law and fiscal regulations with regard to hydrocarbons;
- (2) oil geology;
- (3) discoveries of oil and gas classified geographically and geologically;
- (4) estimated classification of the various regions in the O.E.E.C. area having regard to their oil prospects;
- (5) statistics for past years and up to the end of 1956 for the various aspects of prospecting and exploitation."

80. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1958.* Toronto, 1958. Pp. 74.

Partial Contents: United States Investment in Canada, by C. D. Howe. Public Review Board, of the U.A.W., by Lewis Carliner. Management and Electronic Data Processing, by J. E. Tapsell. The Teamsters Union, by Andrea Brevin.

Two important studies, one on labour legislation and one on trade unionism, appeared in the July issue of *Industrial Relations*, published by Laval University.

One of these articles, "Labour Legislation, Freedom, Fear and Conflict," by Roger Chartier, Professor of Industrial Relations at Laval, deals with the conflicting influence on labour legislation of two forces, freedom and fear. The writer believes that in Quebec, legislation, inspired by fear, has taken the direction of prevention and restriction. He traces the sources of this fear, and tries to lay the intellectual groundwork of a more enlightened view which should pave the way for legislation inspired rather by respect for the freedom of the parties involved.

The second article, "British Unions: A Cultural Analysis," by Prof. W. Campbell Balfour of the University of South Wales, describes the development of the labour movement in England and its influence on English society, by contact with which it has itself been modified.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 21, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,114	113	454	1,742	2,214	1,072	519
Agricultural.....	748	*	56	176	174	311	30
Non-Agricultural.....	5,366	112	398	1,566	2,040	761	489
Males.....	4,615	96	354	1,323	1,634	820	388
Agricultural.....	683	*	53	164	155	283	27
Non-Agricultural.....	3,932	95	301	1,159	1,479	537	361
Females.....	1,499	17	100	419	580	252	131
Agricultural.....	65	*	*	12	19	28	*
Non-Agricultural.....	1,434	17	97	407	561	224	128
All Ages.....	6,114	113	454	1,742	2,214	1,072	519
14—19 years.....	600	15	49	217	175	103	41
20—24 years.....	788	18	62	254	268	131	55
25—44 years.....	2,784	51	193	787	1,026	484	243
45—64 years.....	1,705	27	128	430	649	311	160
65 years and over.....	237	*	22	54	96	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,794	105	414	1,624	2,123	1,045	483
Males.....	4,344	89	318	1,222	1,557	799	359
Females.....	1,450	16	96	402	566	246	124
Agricultural.....	740	*	54	174	172	310	29
Non-Agricultural.....	5,054	104	360	1,450	1,951	735	454
Paid Workers.....	4,625	92	325	1,316	1,808	676	408
Males.....	3,330	77	240	958	1,289	470	296
Females.....	1,295	15	85	358	519	206	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	320	*	40	118	91	27	36
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,140	157	453	1,456	1,695	882	497
Males.....	971	44	93	250	295	177	112
Females.....	4,169	113	360	1,206	1,400	705	385

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended June 21, 1958		Week Ended May 24, 1958		Week Ended June 22, 1957	
	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	345	328	397	383	174	163
Without Jobs.....	320	306	366	355	162	152
Under 1 month.....	91	—	73	—	66	—
1— 3 months.....	89	—	99	—	49	—
4— 6 months.....	69	—	123	—	27	—
7—12 months.....	59	—	58	—	15	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	25	22	31	28	12	11
1—14 hours.....	*	*	10	*	*	*
15—34 hours.....	19	17	21	19	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, Including Government)	Supple- mentary Labour Income	Total
1953* Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384	78	328	326	42	1,233
April.....	72	387	90	337	331	44	1,261
May.....	82	395	105R	347R	342	44	1,315R
June.....	89P	398P	113P	353P	353P	45P	1,350P

\* Includes Newfoundland, since 1949. R—Revised; P—Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,684,661.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	175.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.3	195.5	164.7	70.76	110.3	185.4	167.0	73.42

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
<b>(a) PROVINCES</b>						
Newfoundland.....	123.7	111.3	128.5	63.07	63.29	62.84
Prince Edward Island.....	112.9	102.7	117.1	53.39	52.72	52.17
Nova Scotia.....	94.1	91.3	102.4	58.33	58.88	56.01
New Brunswick.....	96.5	87.9	104.2	56.79	57.25	55.64
Quebec.....	116.7	112.8	121.1	68.04	67.98	65.12
Ontario.....	120.4	118.5	125.5	73.60	72.94	70.38
Manitoba.....	109.0	105.4	111.7	67.12	65.70	63.19
Saskatchewan.....	129.1	119.5	126.7	68.04	66.75	64.38
Alberta (including Northwest Territories).....	150.5	141.1	151.9	72.36	71.45	69.33
British Columbia (including Yukon).....	115.8	111.2	127.5	76.27	76.45	74.47
<b>Canada.....</b>	<b>118.3</b>	<b>114.6</b>	<b>123.5</b>	<b>70.76</b>	<b>70.35</b>	<b>67.82</b>
<b>(b) METROPOLITAN AREAS</b>						
St. John's.....	123.3	119.9	123.8	51.47	51.19	50.54
Sydney.....	90.3	88.8	93.1	72.23	71.55	70.64
Halifax.....	111.8	111.8	119.2	56.70	57.09	54.67
Saint John.....	91.2	87.3	93.1	53.77	53.87	52.25
Quebec.....	111.7	107.2	112.2	58.61	59.12	55.53
Sherbrooke.....	96.9	96.6	108.5	57.10	57.82	55.44
Three Rivers.....	115.8	110.8	123.1	64.52	62.67	62.93
Drummondville.....	71.8	72.4	74.9	57.81	58.87	58.15
Montreal.....	121.5	120.9	125.9	69.51	68.94	66.66
Ottawa—Hull.....	119.9	117.6	121.6	64.34	63.76	61.38
Peterborough.....	99.5	99.5	110.0	78.17	77.26	73.15
Oshawa.....	174.1	169.3	175.9	84.67	80.67	75.21
Niagara Falls.....	110.6	107.3	126.2	75.06	76.40	75.14
St. Catharines.....	111.9	109.9	126.6	81.83	80.63	78.35
Toronto.....	130.9	129.9	132.7	74.22	73.70	71.02
Hamilton.....	108.1	108.8	113.9	77.88	76.59	75.48
Brantford.....	86.8	86.7	86.9	67.36	67.12	63.33
Galt.....	107.0	109.3	117.3	62.78	61.97	60.10
Kitchener.....	112.1	109.7	115.1	66.17	64.59	64.65
Sudbury.....	139.0	138.8	142.9	86.15	86.83	81.47
London.....	120.8	118.3	120.9	66.73	66.30	63.70
Sarnia.....	135.2	135.7	138.7	93.20	91.65	84.75
Windsor.....	80.7	80.3	102.4	78.97	78.22	70.26
Sault Ste. Marie.....	138.9	134.3	137.1	91.41	85.26	84.52
Pt. William—Pt. Arthur.....	119.4	114.4	121.3	72.91	70.42	70.26
Winnipeg.....	107.0	105.0	108.5	63.83	62.97	60.31
Regina.....	124.9	118.5	123.6	64.51	63.81	63.18
Saskatoon.....	133.6	126.6	126.5	63.48	62.59	59.80
Edmonton.....	180.4	172.2	180.8	67.79	66.89	65.02
Calgary.....	155.8	149.5	159.4	68.44	66.96	65.36
Vancouver.....	114.5	112.8	121.7	74.41	74.95	71.62
Victoria.....	116.6	113.4	122.3	70.22	68.89	65.61

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
<b>Mining</b> .....	<b>125.7</b>	<b>121.9</b>	<b>126.3</b>	<b>85.35</b>	<b>86.19</b>	<b>82.97</b>
Metal mining.....	139.8	136.5	134.1	87.49	88.99	85.59
Gold.....	75.2	74.4	77.6	72.16	73.51	72.57
Other metal.....	200.0	194.5	186.9	92.87	94.51	90.64
Fuels.....	100.7	97.8	107.4	85.53	83.64	82.57
Coal.....	54.5	55.8	59.5	68.25	66.80	64.99
Oil and natural gas.....	281.7	262.4	283.8	98.62	97.65	96.12
Non-metal.....	136.5	127.7	147.8	75.01	78.47	73.01
<b>Manufacturing</b> .....	<b>110.3</b>	<b>108.8</b>	<b>116.7</b>	<b>73.42</b>	<b>72.92</b>	<b>69.92</b>
Food and beverages.....	109.8	104.0	108.6	65.34	65.63	62.54
Meat products.....	128.9	123.4	126.0	73.39	73.56	71.12
Canned and preserved fruits and vegetables.....	82.4	74.1	83.0	59.78	62.34	54.88
Grain mill products.....	104.0	103.8	103.7	71.88	71.44	65.97
Bread and other bakery products.....	109.4	106.9	109.7	64.07	62.58	60.80
Biscuits and crackers.....	91.7	89.2	91.8	54.73	52.81	52.40
Distilled and malt liquors.....	107.3	102.9	104.7	82.78	83.32	80.35
Tobacco and tobacco products.....	90.1	109.2	85.4	71.08	63.81	68.17
Rubber products.....	99.6	97.1	112.8	75.56	73.06	73.04
Leather products.....	84.6	84.3	87.9	49.26	48.70	47.25
Boots and shoes (except rubber).....	77.6	78.9	91.8	46.52	46.08	44.45
Textile products (except clothing).....	76.0	76.7	85.3	58.01	57.59	55.15
Cotton yarn and broad woven goods.....	74.3	75.3	83.2	53.30	52.62	51.30
Woolen goods.....	56.7	53.1	72.8	55.04	54.50	52.64
Synthetic textiles and silk.....	77.6	76.6	86.2	64.76	64.05	61.17
Clothing (textile and fur).....	85.6	90.0	93.4	45.46	46.05	43.31
Men's clothing.....	92.8	92.8	101.0	44.43	44.98	42.27
Women's clothing.....	91.6	95.8	91.4	47.19	48.26	44.67
Knit goods.....	74.1	75.8	80.6	44.83	44.89	43.13
Wood products.....	104.0	96.9	108.5	63.01	62.65	59.69
Saw and planing mills.....	105.3	94.8	109.9	65.07	64.90	61.19
Furniture.....	108.4	107.6	110.6	60.54	60.34	58.51
Other wood products.....	89.7	86.6	98.2	57.31	56.51	54.37
Paper products.....	121.7	118.5	126.1	84.86	84.35	84.07
Pulp and paper mills.....	122.1	118.7	128.2	90.70	90.10	90.54
Other paper products.....	120.8	118.0	121.0	70.31	70.08	67.02
Printing, publishing and allied industries.....	118.8	118.6	119.3	78.55	78.59	75.67
<b>Iron and steel products</b> .....	<b>104.4</b>	<b>104.1</b>	<b>115.5</b>	<b>82.57</b>	<b>81.02</b>	<b>79.24</b>
Agricultural implements.....	66.7	69.7	57.6	81.05	81.54	75.80
Fabricated and structural steel.....	155.4	152.8	175.6	83.22	82.50	80.98
Hardware and tools.....	90.6	90.8	98.9	73.27	73.59	72.38
Heating and cooking appliances.....	96.8	96.2	102.1	71.47	71.08	67.32
Iron castings.....	98.5	97.4	108.5	77.69	76.72	76.14
Machinery mfg.....	107.4	108.3	127.8	78.91	78.05	75.99
Primary iron and steel.....	109.7	109.3	128.7	97.49	92.34	91.58
Sheet metal products.....	103.5	101.0	112.3	79.95	78.69	75.63
<b>Transportation equipment</b> .....	<b>130.3</b>	<b>129.6</b>	<b>149.2</b>	<b>82.47</b>	<b>82.45</b>	<b>75.65</b>
Aircraft and parts.....	368.3	368.1	393.0	87.22	88.75	81.08
Motor vehicles.....	106.8	106.6	139.7	91.81	89.20	75.58
Motor vehicle parts and accessories.....	105.6	102.4	119.1	83.46	81.02	77.74
Railroad and rolling stock equipment.....	80.5	80.3	95.1	72.41	73.32	70.72
Shipbuilding and repairing.....	154.8	154.2	160.7	75.47	76.67	72.14
<b>Non-ferrous metal products</b> .....	<b>126.1</b>	<b>125.4</b>	<b>119.1</b>	<b>84.51</b>	<b>84.53</b>	<b>79.02</b>
Aluminum products.....	124.5	124.9	136.6	80.17	80.63	74.22
Brass and copper products.....	103.0	101.7	107.6	77.10	75.61	74.59
Smelting and refining.....	153.5	152.5	132.0	91.95	92.33	86.39
<b>Electrical apparatus and supplies</b> .....	<b>135.0</b>	<b>135.0</b>	<b>151.6</b>	<b>78.86</b>	<b>78.20</b>	<b>74.64</b>
Non-metallic mineral products.....	132.2	129.1	135.4	77.55	75.45	72.47
Clay products.....	105.7	98.4	106.9	70.28	70.59	68.44
Glass and glass products.....	123.2	133.2	134.8	74.56	71.70	68.26
Products of petroleum and coal.....	141.9	138.9	143.2	105.15	102.86	103.34
<b>Chemical products</b> .....	<b>132.5</b>	<b>131.8</b>	<b>133.8</b>	<b>82.96</b>	<b>83.05</b>	<b>78.56</b>
Medicinal and pharmaceutical preparations.....	120.5	120.2	116.7	73.38	73.76	70.31
Acids, alkalis and salts.....	151.0	150.2	145.8	93.38	93.81	90.45
Miscellaneous.....	118.8	118.4	113.7	65.20	64.22	59.81
<b>Construction</b> .....	<b>130.3</b>	<b>115.9</b>	<b>143.2</b>	<b>75.26</b>	<b>74.19</b>	<b>73.82</b>
Building and general engineering.....	130.8	119.1	150.3	81.93	81.41	81.09
Building.....	131.9	119.5	154.0	80.44	79.65	79.89
Engineering work.....	126.0	117.2	135.0	88.40	88.94	86.52
Highways, bridges and streets.....	129.5	110.8	131.9	64.48	61.76	60.58
<b>Services</b> .....	<b>134.4</b>	<b>130.6</b>	<b>132.1</b>	<b>48.45</b>	<b>48.86</b>	<b>45.87</b>
Hotels and restaurants.....	123.9	119.6	125.4	38.71	38.90	37.75
Laundries and dry cleaning plants.....	118.9	117.4	116.5	44.32	44.45	41.95
Other service.....	184.2	179.0	174.0	70.81	71.81	67.74
<b>Industrial composite</b> .....	<b>118.3</b>	<b>114.6</b>	<b>123.5</b>	<b>70.76</b>	<b>70.35</b>	<b>67.82</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1958	May 1, 1958	June 1, 1957	June 1, 1958	May 1, 1958	June 1, 1957
Newfoundland.....	41.7	41.1	44.8	148.1	154.7	153.1
Nova Scotia.....	40.6	41.2	41.9	148.4	148.1	142.7
New Brunswick.....	41.1	40.3	40.8	142.8	145.4	140.3
Quebec.....	41.5	41.3	41.3	150.1	149.9	144.4
Ontario.....	40.6	40.1	40.2	176.1	174.9	169.4
Manitoba.....	40.5	40.0	40.3	155.7	154.5	149.5
Saskatchewan.....	39.8	39.1	40.4	178.0	177.5	168.5
Alberta <sup>(1)</sup> .....	40.5	40.0	40.1	175.4	175.5	168.2
British Columbia <sup>(2)</sup> .....	38.2	38.0	38.6	202.0	202.0	190.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	66.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958 <sup>(1)</sup> .....	40.7	167.2	68.05	163.2	125.1	130.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.4	41.6	42.3	194.6	194.8	185.2	80.56	81.04	78.34
Metal mining.....	41.9	42.4	42.9	202.1	202.1	192.1	84.68	85.69	82.41
Gold.....	42.3	43.4	43.1	159.2	158.7	158.5	67.34	68.88	68.31
Other metal.....	41.8	42.0	42.8	218.4	219.1	206.0	91.29	92.02	88.17
Fuels.....	39.4	38.2	40.4	185.8	182.8	178.5	73.21	69.83	72.11
Coal.....	38.7	37.8	38.7	171.2	170.1	162.6	66.25	64.30	62.93
Oil and natural gas.....	40.8	39.2	43.3	211.2	210.5	203.8	86.17	82.52	88.25
Non-metal.....	41.8	43.1	42.6	172.2	175.8	166.2	71.98	75.77	70.80
Manufacturing.....	40.7	40.4	40.5	167.2	166.4	160.7	68.05	67.23	65.08
Food and beverages.....	41.2	40.8	40.9	145.9	146.7	140.6	61.11	59.85	57.51
Meat products.....	40.6	40.5	40.6	170.3	170.9	164.9	69.14	69.21	66.95
Canned and preserved fruits and vegetables.....	38.4	39.3	37.4	131.5	135.0	123.7	50.50	53.06	46.26
Grain mill products.....	42.8	42.5	41.3	158.8	158.4	148.7	67.97	67.32	61.41
Bread and other bakery products.....	43.2	42.6	43.2	133.1	132.2	128.2	57.50	56.32	55.38
Distilled and malt liquors.....	39.5	39.8	40.4	191.4	191.4	183.1	75.60	76.18	73.97
Tobacco and tobacco products.....	40.2	38.6	40.3	164.6	152.1	156.4	66.17	58.71	63.03
Rubber products.....	41.3	39.8	42.3	171.0	167.5	166.9	70.62	66.67	70.60
Leather products.....	39.5	38.9	38.8	114.8	114.3	110.8	45.35	44.46	42.99
Boots and shoes (except rubber).....	39.1	38.4	37.7	109.9	109.5	107.4	42.97	42.05	40.49
Textile products (except clothing).....	41.3	41.0	41.2	124.5	124.1	120.5	51.42	50.88	49.65
Cotton yarn and broad woven goods.....	39.3	38.8	38.7	122.2	122.1	120.6	48.02	47.37	46.67
Woolen goods.....	42.4	41.9	42.7	117.0	116.8	112.6	49.61	48.94	48.08
Synthetic textiles and silk.....	42.7	42.9	43.1	134.0	132.2	127.6	57.22	56.71	55.00
Clothing (textile and fur).....	37.4	37.8	36.8	107.5	107.8	104.4	40.21	40.75	38.42
Men's clothing.....	36.4	37.2	36.0	109.4	108.4	105.5	39.82	40.32	37.98
Women's clothing.....	37.0	37.3	36.0	112.0	113.8	109.8	41.44	42.45	39.42
Knit goods.....	39.0	39.0	38.5	102.4	102.8	100.8	39.94	40.09	38.81
*Wood products.....	41.6	40.7	41.1	145.8	146.5	139.1	60.65	59.63	57.17
Saw and planing mills.....	41.1	40.0	40.3	155.5	157.1	147.4	63.91	62.84	59.40
Furniture.....	42.4	42.1	42.4	132.9	133.3	128.8	56.35	56.12	54.61
Other wood products.....	42.9	41.4	42.3	124.5	125.2	120.8	53.41	51.83	51.10
Paper products.....	41.2	40.8	42.1	193.1	192.9	189.0	79.56	78.70	79.57
Pulp and paper mills.....	41.2	40.6	42.3	206.8	207.3	203.2	85.20	84.16	85.95
Other paper products.....	41.3	41.2	41.7	153.9	152.6	145.8	63.56	62.87	60.80
Printing, publishing and allied industries.....	39.5	39.4	39.9	198.3	199.3	190.6	78.33	78.52	76.05
*Iron and steel products.....	40.8	40.3	41.6	192.6	189.9	182.9	78.58	76.53	76.09
Agricultural implements.....	40.3	40.5	39.4	189.4	190.6	176.8	76.33	77.19	69.66
Fabricated and structural steel.....	40.6	40.1	41.6	185.8	186.1	180.4	75.43	74.63	75.05
Hardware and tools.....	40.6	40.8	42.1	165.7	166.3	161.5	67.27	67.85	67.99
Heating and cooking appliances.....	41.1	40.7	40.4	164.0	164.1	156.3	67.40	66.79	63.15
Iron castings.....	40.1	39.8	41.5	184.2	183.2	177.2	73.86	72.91	73.54
Machinery manufacturing.....	41.2	41.0	42.8	179.9	178.5	170.3	74.12	73.19	72.89
Primary iron and steel.....	41.0	39.6	41.8	231.2	221.7	213.5	94.79	87.79	89.24
Sheet metal products.....	40.8	40.1	40.8	185.2	184.2	175.9	75.56	73.86	71.77
*Transportation equipment.....	40.9	41.1	39.4	189.7	188.5	180.4	77.59	77.47	71.08
Aircraft and parts.....	40.9	42.6	40.9	196.3	192.7	181.9	79.47	82.09	74.40
Motor vehicles.....	41.9	40.7	35.7	206.2	203.4	191.8	86.40	82.78	68.47
Motor vehicle parts and accessories.....	41.5	40.3	40.4	191.1	189.5	182.4	79.31	76.37	73.69
Railroad and rolling stock equipment.....	39.4	39.7	39.4	179.4	180.2	175.8	70.68	71.54	69.27
Shipbuilding and repairing.....	41.0	41.8	41.6	181.5	181.3	173.2	74.42	75.78	72.05
*Non-ferrous metal products.....	40.3	40.3	40.5	194.2	194.6	181.1	78.26	78.42	73.35
Aluminum products.....	41.1	40.7	40.0	164.5	166.7	155.1	67.61	67.85	62.04
Brass and copper products.....	40.1	39.3	41.3	179.5	177.3	168.7	71.98	69.68	69.67
Smelting and refining.....	40.3	40.5	40.4	212.7	213.2	200.6	85.72	86.35	81.04
*Electrical apparatus and supplies.....	40.4	40.0	40.0	172.4	172.5	166.2	69.65	69.00	66.48
Heavy electrical machinery and equipment.....	40.4	39.6	40.5	191.4	191.9	184.7	77.33	75.99	74.80
Radios and radio parts.....	40.5	39.9	39.6	153.0	153.5	146.7	61.97	61.25	58.09
Batteries.....	40.3	40.6	35.4	165.5	165.0	177.6	66.70	66.99	62.87
Refrigerators, vacuum cleaners and appliances.....	40.9	40.7	39.8	172.9	171.7	168.4	70.72	69.88	67.02
Miscellaneous electrical products.....	39.5	39.7	40.2	161.2	164.2	153.2	64.86	65.19	61.59
Wire and cable.....	41.9	41.0	40.4	188.3	187.8	179.9	78.90	77.00	72.68
*Non-metallic mineral products.....	41.1	42.7	42.9	167.5	166.5	159.3	73.87	71.10	68.81
Clay products.....	42.8	42.2	43.0	153.0	155.4	149.2	65.48	65.58	64.16
Glass and glass products.....	42.6	41.6	42.5	167.5	163.3	152.2	71.36	67.93	64.69
Products of petroleum and coal.....	42.0	40.8	41.8	231.6	226.8	226.6	97.27	92.53	94.72
Chemical products.....	40.8	41.1	41.1	180.5	180.1	170.5	73.64	74.02	70.08
Medicinal and pharmaceutical preparations.....	40.2	40.8	41.0	141.0	140.9	132.8	56.68	57.49	54.45
Acids, alkalis and salts.....	41.0	41.4	42.4	207.4	207.1	199.9	85.03	85.74	84.76
Miscellaneous manufacturing industries.....	41.5	41.2	40.7	139.3	137.6	130.2	57.81	56.69	52.99
*Durable goods.....	41.1	40.7	40.7	180.3	179.7	171.7	74.10	73.14	69.88
Non-durable goods.....	40.3	40.1	40.3	153.6	152.7	148.6	61.90	61.23	59.89
Construction.....	41.4	40.3	41.9	177.1	178.1	175.8	73.32	71.77	73.66
Building and general engineering.....	41.6	41.0	42.3	191.6	193.1	189.3	79.71	79.17	80.07
Highways, bridges and streets.....	41.1	39.1	40.9	150.0	147.0	144.1	61.65	57.48	58.94
Electric and motor transportation.....	44.3	43.8	44.2	166.3	165.7	159.2	73.67	72.68	70.37
Service.....	39.8	39.7	40.0	96.8	97.4	93.8	38.53	38.67	37.52
Hotels and restaurants.....	39.8	39.4	40.2	95.1	95.9	92.8	37.85	37.78	37.31
Laundries and dry cleaning plants.....	40.2	40.6	40.1	95.8	95.8	90.6	38.51	38.89	36.33

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest							
August	1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
August	1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August	1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February	1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March	1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April	1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May	1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June	1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July	1, 1958(1).....	11,011	13,040	24,051	350,897	155,245	506,142
August	1, 1958(1).....	11,505	11,858	23,363	252,853	119,157	372,010

\* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.



**TABLE D-2. —UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1958(1)**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 30 1958	June 28 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>553</b>	<b>401</b>	<b>952</b>	— <b>1,221</b>	— <b>999</b>
<b>Forestry</b> .....	<b>819</b>	<b>3</b>	<b>822</b>	+ <b>84</b>	— <b>2,983</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>309</b>	<b>37</b>	<b>346</b>	— <b>766</b>	— <b>879</b>
Metal Mining.....	199	15	214	— 116	— 579
Fuels.....	52	8	60	— 504	— 219
Non-Metal Mining.....	43	5	46	— 82	— 26
Quarrying, Clay and Sand Pits.....	3	4	7	+ 1	— 3
Prospecting.....	12	10	22	— 65	— 52
<b>Manufacturing</b> .....	<b>2,180</b>	<b>1,833</b>	<b>4,013</b>	— <b>1,029</b>	— <b>2,367</b>
Foods and Beverages.....	227	302	529	— 65	— 123
Tobacco and Tobacco Products.....	3	8	11	— 8	— 35
Rubber Products.....	23	8	31	— 4	— 19
Leather Products.....	36	105	141	— 2	— 107
Textile Products (except clothing).....	77	107	184	+ 9	— 185
Clothing (textile and fur).....	61	710	771	— 115	— 612
Wood Products.....	277	65	342	— 93	— 108
Paper Products.....	67	43	110	— 30	— 119
Printing, Publishing and Allied Industries.....	76	67	143	— 200	— 153
Iron and Steel Products.....	383	96	479	— 169	— 259
Transportation Equipment.....	394	42	436	— 128	— 356
Non-Ferrous Metal Products.....	107	27	134	— 27	— 95
Electrical Apparatus and Supplies.....	111	100	211	+ 4	— 141
Non-Metallic Mineral Products.....	80	29	118	— 33	+ 14
Products of Petroleum and Coal.....	61	13	74	— 53	+ 29
Chemical Products.....	106	55	161	— 125	— 86
Miscellaneous Manufacturing Industries.....	82	56	138	+ 10	— 12
<b>Construction</b> .....	<b>1,873</b>	<b>103</b>	<b>1,976</b>	— <b>935</b>	— <b>2,186</b>
General Contractors.....	1,369	59	1,428	— 946	— 2,067
Special Trade Contractors.....	504	44	548	+ 11	— 119
<b>Transportation, Storage and Communication</b> .....	<b>893</b>	<b>272</b>	<b>1,165</b>	— <b>718</b>	— <b>161</b>
Transportation.....	790	143	933	— 469	— 88
Storage.....	19	9	28	— 16	— 36
Communication.....	84	120	204	— 233	— 37
<b>Public Utility Operation</b> .....	<b>103</b>	<b>28</b>	<b>131</b>	— <b>121</b>	— <b>86</b>
<b>Trade</b> .....	<b>1,386</b>	<b>1,865</b>	<b>3,251</b>	— <b>752</b>	— <b>982</b>
Wholesale.....	488	367	855	— 157	— 287
Retail.....	898	1,498	2,396	— 595	— 695
<b>Finance, Insurance and Real Estate</b> .....	<b>613</b>	<b>511</b>	<b>1,124</b>	— <b>78</b>	— <b>230</b>
<b>Service</b> .....	<b>2,976</b>	<b>8,398</b>	<b>11,374</b>	— <b>2,681</b>	— <b>3,514</b>
Community or Public Service.....	310	1,379	1,689	— 927	— 364
Government Service.....	1,313	449	1,762	— 851	— 898
Recreation Service.....	266	96	362	+ 48	— 130
Business Service.....	590	356	946	— 163	+ 21
Personal Service.....	497	6,118	6,615	— 788	— 2,143
<b>Grand Total</b> .....	<b>11,703</b>	<b>13,451</b>	<b>25,154</b>	— <b>8,217</b>	— <b>14,387</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JULY 3, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,077	934	2,011	8,139	2,205	10,344
Clerical workers.....	799	2,530	3,329	18,701	52,998	71,699
Sales workers.....	1,078	1,052	2,130	6,731	18,737	25,468
Personal and domestic service workers...	1,226	6,670	7,896	34,820	23,166	57,986
Seamen.....	8	.....	8	1,833	9	1,842
Agriculture, fishing, forestry (Ex. log.)...	514	167	681	6,085	650	6,735
Skilled and semiskilled workers.....	4,153	1,246	5,399	159,550	28,966	188,516
Food and kindred products (incl. tobacco).....	55	18	73	1,272	862	2,134
Textiles, clothing, etc.....	55	898	953	4,439	18,267	22,706
Lumber and lumber products.....	755	4	759	21,135	197	21,332
Pulp, paper (incl. printing).....	49	5	54	1,397	662	2,059
Leather and leather products.....	25	62	87	1,200	1,433	2,633
Stone, clay and glass products.....	5	.....	5	403	89	492
Metalworking.....	455	22	477	20,926	1,558	22,484
Electrical.....	65	12	77	4,250	1,773	6,023
Transportation equipment.....	4	.....	4	3,607	50	3,657
Mining.....	66	.....	66	2,695	.....	2,695
Construction.....	886	.....	886	33,649	4	33,653
Transportation (except seamen).....	620	28	648	26,311	186	26,497
Communications and public utility...	21	.....	21	963	2	965
Trade and service.....	201	163	364	4,602	2,162	6,764
Other skilled and semiskilled.....	753	27	780	23,590	1,335	24,925
Foremen.....	36	7	43	3,744	374	4,118
Apprentices.....	102	.....	102	5,367	12	5,379
Unskilled workers.....	2,156	441	2,597	115,038	28,514	143,552
Food and tobacco.....	65	113	178	3,363	5,879	9,242
Lumber and lumber products.....	51	4	55	13,268	499	13,767
Metalworking.....	52	9	61	8,315	808	9,123
Construction.....	836	.....	836	49,644	4	49,648
Other unskilled workers.....	1,152	315	1,467	40,448	21,324	61,772
<b>Grand Total.....</b>	<b>11,011</b>	<b>13,040</b>	<b>24,051</b>	<b>350,897</b>	<b>155,245</b>	<b>506,142</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
<b>Newfoundland</b> .....	<b>308</b>	<b>246</b>	<b>136</b>	<b>14,783</b>	<b>23,587</b>	<b>7,867</b>
Corner Brook.....	6	5	7	3,639	5,911	1,922
Grand Falls.....	4	13	17	957	2,177	1,169
St. John's.....	298	228	112	10,187	15,499	4,776
<b>Prince Edward Island</b> .....	<b>128</b>	<b>126</b>	<b>349</b>	<b>2,291</b>	<b>2,897</b>	<b>1,436</b>
Charlottetown.....	110	93	323	1,274	1,563	903
Summerside.....	18	33	26	1,017	1,334	533
<b>Nova Scotia</b> .....	<b>859</b>	<b>773</b>	<b>1,319</b>	<b>22,071</b>	<b>28,125</b>	<b>10,013</b>
Amherst.....	17	16	20	877	1,058	442
Bridgewater.....	19	16	14	1,108	1,763	461
Halifax.....	489	497	933	5,621	6,240	2,968
Inverness.....	.....	.....	3	621	870	299
Kentville.....	202	61	47	2,251	3,180	1,031
Liverpool.....	7	15	19	674	898	227
New Glasgow.....	31	47	145	2,654	3,063	959
Springhill.....	.....	.....	14	474	1,032	453
Sydney.....	26	50	51	4,172	5,094	1,820
Truro.....	6	5	33	1,230	1,720	615
Yarmouth.....	62	66	40	2,389	3,207	738
<b>New Brunswick</b> .....	<b>709</b>	<b>761</b>	<b>1,217</b>	<b>21,309</b>	<b>30,441</b>	<b>12,023</b>
Bathurst.....	6	8	7	2,417	4,152	1,019
Campbellton.....	33	38	43	1,845	2,707	1,109
Edmundston.....	24	6	81	1,562	2,504	664
Fredericton.....	122	124	117	1,977	2,469	896
Minto.....	138	27	233	.....	901	376
Moncton.....	239	325	396	4,332	6,309	2,521
Newcastle.....	2	6	11	2,135	3,244	1,249
Saint John.....	111	185	167	3,160	3,577	2,734
St. Stephen.....	4	8	85	1,453	2,201	764
Sussex.....	17	32	57	285	536	192
Woodstock.....	13	2	20	1,242	1,745	499
<b>Quebec</b> .....	<b>5,292</b>	<b>6,008</b>	<b>12,188</b>	<b>159,624</b>	<b>197,191</b>	<b>80,770</b>
Alma.....	50	98	81	1,752	2,096	979
Asbestos.....	13	13	28	1,139	1,160	335
Beauharnois.....	33	38	38	1,067	1,136	514
Buckingham.....	16	57	17	980	1,144	461
Causapscal.....	248	1	416	1,757	3,095	1,306
Chandler.....	4	6	2	736	1,553	299
Chicoutimi.....	75	123	939	1,661	2,033	935
Dolbeau.....	18	15	9	1,595	1,986	771
Drummondville.....	25	23	59	1,920	2,192	1,020
Farnham.....	17	70	20	1,879	1,047	551
Forestville.....	2	21	422	1,502	2,564	464
Gaspé.....	27	20	8	662	1,476	395
Granby.....	17	78	64	1,474	1,821	939
Hull.....	47	62	70	2,789	3,317	1,602
Joliette.....	117	140	172	3,171	3,655	1,325
Jonquière.....	51	66	31	2,097	2,551	1,438
Lachute.....	36	41	30	699	800	317
La Malbaie.....	154	18	8	1,247	1,871	498
La Tuque.....	216	313	1,245	752	1,001	369
Lévis.....	82	122	115	3,105	3,839	2,081
Louiseville.....	57	44	68	1,485	1,312	870
Magog.....	.....	1	2	828	950	373
Maniwaki.....	9	16	25	940	1,486	411
Matane.....	7	12	9	2,054	3,781	1,026
Mégantic.....	15	10	13	931	1,530	491
Mont-Laurier.....	5	3	104	961	1,342	550
Montmagny.....	15	13	15	1,470	2,255	813
Montreal.....	2,519	2,181	5,161	59,477	68,200	29,011
New Richmond.....	5	1	5	1,044	1,935	556
Port Alfred.....	11	7	4	676	1,102	425
Quebec.....	535	697	741	10,998	13,002	6,843
Rimouski.....	59	76	108	2,611	4,128	1,548
Rivière du Loup.....	21	112	76	2,478	5,089	1,178
Roberval.....	32	17	83	1,507	1,821	592
Rouyn.....	58	70	159	4,361	5,255	1,872
Ste. Agathe.....	38	79	89	455	781	206
Ste. Anne de Bellevue.....	45	81	74	839	977	282
Ste. Thérèse.....	21	55	61	1,887	1,509	608
St. Hyacinthe.....	27	329	35	1,843	2,184	1,061
St. Jean.....	66	55	105	1,403	2,037	774
St. Jérôme.....	27	41	66	1,430	1,545	804
Sept-Îles.....	80	62	283	1,193	1,980	650
Shawinigan.....	42	22	62	4,693	5,540	2,109
Sherbrooke.....	72	136	168	4,983	5,816	2,874
Sorel.....	22	45	115	1,998	2,178	759
Thetford Mines.....	41	97	63	1,672	1,892	951



TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
<b>Quebec—Con.</b>						
Trois-Rivières.....	123	169	269	4,079	4,997	2,219
Val d'Or.....	22	9	110	2,767	3,311	1,187
Valleyfield.....	11	23	77	2,010	2,224	981
Victoriaville.....	22	54	29	2,210	2,535	935
Ville St. Georges.....	34	133	235	2,347	4,130	1,126
<b>Ontario</b>	<b>8,413</b>	<b>10,069</b>	<b>12,936</b>	<b>170,042</b>	<b>185,520</b>	<b>94,834</b>
Arnprior.....	6	59	25	244	282	164
Barrie.....	68	119	61	810	991	520
Belleville.....	71	27	47	1,863	2,073	809
Bracebridge.....	209	159	563	638	868	488
Brampton.....	29	36	50	841	995	395
Brantford.....	56	64	77	3,251	2,991	2,109
Brockville.....	21	23	23	312	471	208
Carleton Place.....	18	15	16	220	313	115
Chatham.....	30	220	37	2,842	2,944	1,355
Cobourg.....	9	12	4	705	763	480
Collingwood.....	16	50	38	420	530	302
Cornwall.....	91	86	282	3,422	3,658	1,749
Fort Erie.....	18	18	48	560	640	276
Fort Frances.....	40	39	25	462	574	170
Fort William.....	124	381	853	1,362	2,003	669
Galt.....	38	53	173	1,727	1,735	668
Gananoque.....	6	12	10	214	321	131
Goderich.....	21	29	34	487	450	286
Guelph.....	24	34	116	1,680	1,797	1,061
Hamilton.....	565	494	668	14,603	15,630	7,901
Hawkesbury.....	29	24	24	795	917	313
Ingersoll.....	33	61	51	658	752	355
Kapuskasing.....	12	31	62	787	1,423	328
Kenora.....	11	52	511	374	656	198
Kingston.....	115	109	124	1,451	1,803	1,067
Kirkland Lake.....	46	51	306	1,119	1,431	467
Kitchener.....	173	171	90	2,547	2,870	1,338
Leamington.....	25	46	66	1,269	1,199	781
Lindsay.....	4	14	24	476	554	362
Listowel.....	47	56	33	247	362	133
London.....	404	540	481	4,571	4,758	3,091
Long Branch.....	164	148	112	3,248	3,638	1,916
Midland.....	47	30	49	400	531	202
Napanee.....	8	11	12	503	668	213
Newmarket.....	37	48	55	1,059	1,089	478
Niagara Falls.....	35	124	77	2,287	2,611	976
North Bay.....	50	266	32	1,267	2,365	859
Oakville.....	68	73	108	995	698	331
Orillia.....	37	21	18	1,076	1,016	377
Oshawa.....	108	113	87	3,942	3,716	2,773
Ottawa.....	967	1,191	1,672	5,252	5,518	3,306
Owen Sound.....	11	11	29	1,627	1,789	710
Parry Sound.....	1	1	12	280	245	98
Pembroke.....	144	186	265	1,650	2,085	934
Perth.....	49	42	52	450	572	211
Peterborough.....	91	169	65	3,484	3,901	1,910
Pictou.....	9	19	29	285	371	117
Port Arthur.....	378	639	464	3,027	4,143	909
Port Colborne.....	14	19	26	881	1,077	306
Prescott.....	18	25	30	686	801	333
Renfrew.....	11	1	12	601	802	254
St. Catharines.....	141	184	144	4,435	4,522	2,528
St. Thomas.....	71	54	109	1,123	1,254	612
Sarnia.....	92	89	136	2,568	2,402	1,376
Sault Ste. Marie.....	286	257	501	2,498	2,670	1,113
Simcoe.....	30	42	66	919	1,013	523
Sioux Lookout.....	7	10	18	175	192	84
Smiths Falls.....	21	17	14	366	424	172
Stratford.....	36	34	37	811	1,031	473
Sturgeon Falls.....	.....	10	4	874	1,209	407
Sudbury.....	227	197	392	4,979	5,643	1,736
Timmins.....	174	263	149	2,234	2,648	843
Toronto.....	2,335	2,234	2,709	43,436	46,757	27,315
Trenton.....	33	63	44	720	837	475
Walkerton.....	72	48	52	401	430	213
Wallaceburg.....	2	3	16	535	527	381
Welland.....	26	38	65	2,565	2,904	898
Weston.....	172	134	181	2,381	2,451	1,460
Windsor.....	72	143	147	13,983	13,108	8,027
Woodstock.....	10	27	24	1,082	1,118	696

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
<b>Manitoba</b> .....	<b>1,982</b>	<b>2,185</b>	<b>3,369</b>	<b>17,861</b>	<b>22,257</b>	<b>9,854</b>
Brandon.....	278	181	583	1,178	1,662	568
Dauphin.....	64	21	42	781	1,105	344
Flin Flon.....	31	69	67	238	242	167
Portage la Prairie.....	36	70	70	787	997	397
The Pas.....	22	43	27	251	350	78
Winnipeg.....	1,551	1,801	2,580	14,626	17,901	8,300
<b>Saskatchewan</b> .....	<b>779</b>	<b>1,222</b>	<b>1,502</b>	<b>10,766</b>	<b>13,193</b>	<b>5,276</b>
Estevan.....	43	76	96	399	375	150
Moose Jaw.....	98	206	250	874	934	543
North Battleford.....	37	62	60	766	1,104	368
Prince Albert.....	75	99	106	1,214	1,983	691
Regina.....	165	317	499	3,115	3,218	1,289
Saskatoon.....	213	278	245	2,390	2,756	1,354
Swift Current.....	37	49	82	298	470	189
Weyburn.....	19	50	46	225	256	85
Yorkton.....	92	85	118	1,485	2,097	607
<b>Alberta</b> .....	<b>3,221</b>	<b>5,365</b>	<b>3,137</b>	<b>21,574</b>	<b>28,624</b>	<b>12,853</b>
Blairmore.....	14	16	5	373	923	257
Calgary.....	1,085	1,150	1,154	5,887	6,733	5,104
Drumheller.....	15	12	110	507	612	246
Edmonton.....	1,574	2,675	1,205	11,145	15,835	5,149
Edson.....	3	18	29	488	758	232
Lethbridge.....	247	1,084	320	1,809	1,750	833
Medicine Hat.....	191	325	206	675	814	566
Red Deer.....	92	85	108	990	1,199	466
<b>British Columbia</b> .....	<b>2,360</b>	<b>3,094</b>	<b>3,333</b>	<b>65,821</b>	<b>75,146</b>	<b>31,576</b>
Chilliwack.....	90	283	332	1,491	1,706	595
Courtenay.....	10	11	30	1,555	1,450	571
Cranbrook.....	19	24	13	780	1,250	287
Dawson Creek.....	31	38	59	1,285	1,845	327
Duncan.....	20	13	55	1,272	1,415	403
Kamloops.....	20	24	35	1,189	2,326	419
Kelowna.....	56	20	30	960	1,240	541
Kitimat.....	22	14	82	374	453	243
Mission City.....	45	39	300	1,091	1,205	512
Nanaimo.....	17	20	15	2,165	2,106	719
Nelson.....	28	29	26	978	1,267	371
New Westminster.....	189	206	296	8,269	8,311	4,085
Penticton.....	14	14	31	1,030	1,387	316
Port Alberni.....	74	26	38	1,259	1,264	587
Prince George.....	79	86	145	2,045	3,580	1,220
Prince Rupert.....	42	26	90	951	1,587	511
Princeton.....	10	4	7	286	365	175
Trail.....	43	24	8	892	1,184	465
Vancouver.....	1,146	1,855	1,236	31,493	33,884	15,642
Vernon.....	146	40	106	1,111	1,746	733
Victoria.....	222	259	355	4,876	5,094	2,627
Whitehorse.....	37	39	44	469	481	227
<b>Canada</b> .....	<b>24,051</b>	<b>29,849</b>	<b>39,486</b>	<b>506,142</b>	<b>606,981</b>	<b>266,502</b>
Males.....	11,011	15,172	21,843	350,897	450,357	180,521
Females.....	13,040	14,677	17,643	155,245	156,624	85,981

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (6 months).....	427,149	288,827	138,322	27,050	105,474	152,692	90,840	51,093
1958 (6 months).....	383,959	251,547	132,412	25,626	93,848	132,036	82,486	49,963

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, 1958 TO JUNE 30, 1958**  
(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements				Placements				Placements				Placements				Placements				Placements			
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out
<b>Agriculture</b> .....	8	4	.....	57	.....	34	37	1	34	.....	207	38	14	339	2,222	546	1,259	194	4,018	2,258	942	239	.....	.....
<b>Forestry</b> .....	2	2	.....	.....	.....	249	209	25	.....	.....	296	230	4	3	5,417	4,016	9	382	1,962	1,466	42	58	.....	.....
<b>Fishing and Trapping</b> .....	.....	.....	.....	.....	.....	48	44	.....	2	.....	4	3	1	.....	.....	.....	.....	2	5	.....	.....	2	.....	.....
<b>Mining, Quarrying and Oil Wells</b> .....	34	6	.....	.....	.....	172	217	1	.....	.....	167	156	4	13	677	513	95	57	1,544	1,138	26	387	.....	.....
Metal Mining.....	34	6	.....	.....	.....	172	217	1	.....	.....	167	156	4	13	677	513	95	57	1,544	1,138	26	387	.....	.....
Fuels.....	.....	.....	.....	.....	.....	162	215	.....	.....	.....	161	151	1	13	239	199	2	51	1,377	984	22	380	.....	.....
Non-Metal Mining.....	.....	.....	.....	.....	.....	8	.....	.....	.....	.....	6	.....	.....	.....	12	3	3	.....	26	35	.....	2	.....	.....
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	369	261	90	5	7	6	.....	.....	.....	.....
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	3	2	.....	41	38	.....	.....	113	103	3	5	.....	.....
<b>Manufacturing</b> .....	159	20	125	14	220	1,446	1,211	126	39	.....	884	657	80	13	16,403	12,619	724	313	22,226	15,977	2,557	412	.....	.....
Food and Beverages.....	16	7	2	14	183	114	67	24	1	.....	139	87	17	.....	1,507	1,197	89	17	2,492	1,541	389	12	.....	.....
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	157	137	.....	.....	34	24	5	.....	.....	.....
Rubber Products.....	2	.....	.....	.....	.....	7	6	1	.....	.....	6	6	.....	.....	139	118	3	.....	260	181	20	23	.....	.....
Leather Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	800	553	125	2	502	389	19	4	.....	.....
Textile Products (except clothing).....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....
Clothing (textile and fur).....	.....	.....	.....	.....	.....	11	7	.....	.....	.....	3	3	1	.....	1,319	1,076	41	1	975	758	60	35	.....	.....
Wood Products.....	.....	.....	.....	.....	.....	145	105	8	1	.....	50	27	1	.....	3,702	2,982	8	3	1,372	1,134	55	5	.....	.....
Paper Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	99	78	5	.....	1,638	1,393	41	15	1,861	1,277	308	33	.....	.....
Printing, Publishing and Allied Industries.....	124	.....	123	.....	.....	9	5	.....	.....	.....	37	30	.....	.....	1,033	832	80	14	1,153	854	159	15	.....	.....
Iron and Steel Products.....	3	2	.....	.....	.....	32	26	2	.....	.....	33	29	1	.....	472	343	40	5	1,186	614	286	4	.....	.....
Transportation Equip- ment.....	3	2	.....	.....	.....	302	241	36	22	.....	119	81	17	4	1,254	1,014	43	18	3,903	2,846	359	90	.....	.....
Non-Ferrous Metal Pro- ducts.....	.....	.....	.....	.....	.....	673	657	5	15	.....	340	283	17	2	1,267	955	80	23	2,315	1,722	196	146	.....	.....
Electrical Apparatus and Supplies.....	.....	.....	.....	.....	.....	12	4	7	.....	.....	9	6	2	.....	760	455	18	201	1,000	769	95	13	.....	.....
Non-Metallic Mineral Products.....	4	4	.....	.....	.....	6	3	.....	.....	.....	2	1	.....	.....	461	358	11	3	1,519	1,199	74	14	.....	.....
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	97	82	13	.....	.....	18	13	4	.....	449	368	19	6	918	675	142	7	.....	.....
Chemical Products.....	3	2	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	99	38	16	.....	324	126	17	3	.....	.....
Miscellaneous Manufac- turing Industries.....	3	3	.....	.....	.....	29	6	23	.....	.....	18	3	14	.....	702	458	86	3	1,430	1,052	181	6	.....	.....
.....	.....	.....	.....	.....	.....	8	1	7	.....	.....	9	8	3	.....	487	302	14	2	1,042	816	92	2	.....	.....



<b>Construction.....</b>	<b>270</b>	<b>208</b>	<b>22</b>	<b>3</b>	<b>268</b>	<b>203</b>	<b>52</b>	<b>16</b>	<b>734</b>	<b>505</b>	<b>138</b>	<b>40</b>	<b>1,291</b>	<b>992</b>	<b>116</b>	<b>36</b>	<b>10,058</b>	<b>7,619</b>	<b>679</b>	<b>860</b>	<b>17,936</b>	<b>13,203</b>	<b>1,874</b>	<b>519</b>
General Contractors.....	255	186	17	3	205	164	29	16	584	421	88	36	1,038	811	78	33	7,222	5,251	514	804	13,434	9,945	1,237	492
Special Trade Contractors.....	35	22	5	.....	63	39	23	.....	150	84	50	4	253	181	38	3	2,836	2,368	165	56	4,502	3,258	637	57
<b>Transportation, Storage and Communication.....</b>	<b>15</b>	<b>9</b>	<b>.....</b>	<b>.....</b>	<b>115</b>	<b>22</b>	<b>93</b>	<b>.....</b>	<b>294</b>	<b>68</b>	<b>180</b>	<b>77</b>	<b>492</b>	<b>268</b>	<b>51</b>	<b>49</b>	<b>4,843</b>	<b>2,104</b>	<b>2,319</b>	<b>151</b>	<b>4,415</b>	<b>2,891</b>	<b>1,194</b>	<b>107</b>
Transportation.....	7	5	.....	.....	110	17	93	.....	240	40	168	77	457	247	43	.....	4,543	1,935	2,272	152	3,498	2,206	1,086	46
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	5	1	3	.....	19	5	8	.....	88	60	24	.....	611	470	88	57
Communication.....	8	4	.....	.....	5	5	.....	.....	49	27	9	.....	16	16	.....	.....	212	119	23	2	306	215	10	4
<b>Public Utility Operation.....</b>	<b>9</b>	<b>5</b>	<b>.....</b>	<b>.....</b>	<b>10</b>	<b>9</b>	<b>.....</b>	<b>.....</b>	<b>11</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>18</b>	<b>12</b>	<b>.....</b>	<b>.....</b>	<b>221</b>	<b>159</b>	<b>29</b>	<b>3</b>	<b>497</b>	<b>499</b>	<b>51</b>	<b>4</b>
<b>Trade.....</b>	<b>270</b>	<b>144</b>	<b>9</b>	<b>.....</b>	<b>318</b>	<b>138</b>	<b>155</b>	<b>.....</b>	<b>1,187</b>	<b>710</b>	<b>277</b>	<b>10</b>	<b>1,009</b>	<b>545</b>	<b>240</b>	<b>6</b>	<b>7,553</b>	<b>5,002</b>	<b>935</b>	<b>29</b>	<b>13,277</b>	<b>7,999</b>	<b>2,755</b>	<b>87</b>
Wholesale.....	78	29	4	.....	148	42	100	.....	399	148	204	1	350	159	142	4	2,209	1,356	374	.....	4,404	2,451	1,331	35
Retail.....	192	115	5	.....	170	96	55	.....	788	562	73	9	659	386	98	2	5,344	3,646	561	29	8,873	5,548	1,424	52
<b>Finance, Insurance and Real Estate.....</b>	<b>26</b>	<b>10</b>	<b>.....</b>	<b>.....</b>	<b>15</b>	<b>13</b>	<b>1</b>	<b>.....</b>	<b>160</b>	<b>92</b>	<b>7</b>	<b>1</b>	<b>100</b>	<b>75</b>	<b>5</b>	<b>.....</b>	<b>1,150</b>	<b>734</b>	<b>47</b>	<b>6</b>	<b>1,941</b>	<b>1,251</b>	<b>123</b>	<b>10</b>
<b>Service.....</b>	<b>551</b>	<b>227</b>	<b>37</b>	<b>1</b>	<b>530</b>	<b>259</b>	<b>186</b>	<b>12</b>	<b>3,348</b>	<b>1,615</b>	<b>1,098</b>	<b>31</b>	<b>2,294</b>	<b>1,060</b>	<b>687</b>	<b>17</b>	<b>19,504</b>	<b>10,275</b>	<b>4,925</b>	<b>166</b>	<b>32,139</b>	<b>16,498</b>	<b>9,168</b>	<b>542</b>
Community or Public Service.....	27	18	2	.....	56	28	17	.....	238	130	58	2	150	70	42	.....	1,300	952	117	9	2,471	1,446	303	24
Government Service.....	401	152	3	1	85	73	6	.....	1,004	695	94	21	517	453	19	13	2,826	2,234	266	43	5,929	5,019	2,088	87
Recreation Service.....	1	1	.....	.....	2	1	1	.....	111	42	44	.....	60	9	34	.....	678	319	219	.....	1,694	1,725	713	10
Business Service.....	17	7	7	.....	8	5	2	.....	119	72	11	.....	86	40	34	.....	989	651	116	.....	2,193	1,153	310	314
Personal Service.....	105	49	25	.....	379	152	160	9	1,856	676	891	8	1,481	488	558	4	13,711	6,119	4,207	113	19,890	8,175	7,334	107
<b>Totals.....</b>	<b>1,344</b>	<b>635</b>	<b>193</b>	<b>75</b>	<b>1,565</b>	<b>862</b>	<b>513</b>	<b>29</b>	<b>7,653</b>	<b>4,710</b>	<b>1,859</b>	<b>235</b>	<b>6,762</b>	<b>4,036</b>	<b>1,202</b>	<b>476</b>	<b>68,048</b>	<b>43,587</b>	<b>11,021</b>	<b>2,166</b>	<b>99,960</b>	<b>63,485</b>	<b>18,732</b>	<b>2,417</b>
<b>Men.....</b>	<b>1,018</b>	<b>441</b>	<b>181</b>	<b>75</b>	<b>900</b>	<b>474</b>	<b>352</b>	<b>20</b>	<b>4,998</b>	<b>3,358</b>	<b>1,195</b>	<b>224</b>	<b>4,355</b>	<b>2,932</b>	<b>795</b>	<b>472</b>	<b>44,944</b>	<b>30,431</b>	<b>7,002</b>	<b>2,144</b>	<b>66,496</b>	<b>43,346</b>	<b>13,733</b>	<b>2,235</b>
<b>Women.....</b>	<b>326</b>	<b>194</b>	<b>12</b>	<b>.....</b>	<b>665</b>	<b>388</b>	<b>161</b>	<b>9</b>	<b>2,655</b>	<b>1,452</b>	<b>664</b>	<b>11</b>	<b>2,207</b>	<b>1,084</b>	<b>407</b>	<b>4</b>	<b>23,104</b>	<b>13,156</b>	<b>4,019</b>	<b>122</b>	<b>33,464</b>	<b>19,839</b>	<b>4,999</b>	<b>182</b>

1 Current and deferred vacancies reported during the period.

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, 1958 TO JUNE 30, 1958**  
(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
<b>Agriculture</b> .....	420	327	7	1,579	1,200	23	3,949	2,451	62	266	16,339	3,076	12,919	44	15,227
<b>Forestry</b> .....	85	36		26	23	2	231	125	66		660	569	21	12	1,673
<b>Fishing and Trapping</b> .....	2		2				6	1	4		30	19	7	74	6
<b>Mining, Quarrying and Oil Wells</b> .....	236	197	8	245	185	7	542	308	32	59	288	250	2	3,905	831
Metal Mining.....	200	166	8	25	3		17	68	35		144	107	2	2,067	35
Fuels.....	7	4		32	208	158	7	65	39	47	117	120		903	35
Non-Metal Mining.....	2	1		1			3	9	11		11			751	42
Quarrying, Clay and Sand Pits.....	8	8		24	15		19	18			2			396	16
Prospecting.....	19	18	3	9	8	1	137	80	1		7	4		211	6
<b>Manufacturing</b> .....	3,090	2,032	586	963	649	154	2,507	1,711	470	20	5,183	3,963	480	53,071	948
Foods and Beverages.....	419	255	112	1	380	242	82	2	338	242	3	952	749	6,824	52
Tobacco and Tobacco Products.....	17	6		10	8	2	622	388	1		9	1		4,935	1,103
Rubber Products.....	54	34	6	3	3		16	9	1		6	2		292	171
Leather Products.....	88	60	8	25	22		40	40			43	25	13	434	32
Textile Products (except clothing).....	662	447	61	8	3		66	58	1		57	39	7	1,493	1,024
Clothing (textile and fur).....	321	197	81	79	54	11	191	133	26		140	100	13	2,437	1,980
Paper Products.....	102	65	25	4	8		80	48	8	1	2,370	1,956	157	6,123	4,757
Printing, Publishing and Allied Industries.....	215	95		41	29	6	69	39	13		289	223	17	6,652	5,203
Iron and Steel Products.....	547	367	105	102	86	5	378	270	54	1	200	107	53	2,833	2,065
Non-Ferrous Metal Products.....	148	103	18	131	75	27	378	270	54	1	301	196	33	2,259	1,295
Non-Ferrous Metal Products.....	33	199		163	103		215	154	13		4	5,466	4,125	6,912	5,125
Electrical Apparatus and Supplies.....	58	45	3	10	7	1	28	13	7		200	130	1	4,263	379
Non-Metallic Mineral Products.....	140	114	22	79	46	14	33	39			20	29	5	2,063	1,432
Products of Petroleum and Coal.....	30	21		26	18		321	242	30	2	134	97	24	2,129	1,655
Chemical Products.....	128	78	40	59	47	3	48	41			30	21		2,160	1,641
Miscellaneous Manufacturing Industries.....	118	92	13	9	2	1	165	99	57	4	75	42	8	558	266
<b>Construction</b> .....	2,361	1,902	124	2,184	1,702	173	3,465	2,478	319	37	1,895	1,895	401	1,810	1,360
General Contractors.....	1,811	1,432	76	1,658	1,319	91	2,523	1,540	175	27	2,081	1,895	401	41,263	30,407
Special Trade Contractors.....	550	470	48	526	383	82	942	638	144	10	615	343	114	10,472	7,756
<b>Transportation, Storage and Communication</b> .....	1,128	983	122	814	548	147	80	602	148	92	998	662	189	14,305	8,157
Transportation.....	992	895	80	664	475	96	68	481	101	91	748	481	9	12,207	6,782
Storage.....	88	43	40	80	35	40	124	55	43		102	52	39	1,117	711
Communication.....	48	45	2	70	38	11	119	66	4		148	129	4	604	63

<b>Public Utility Operation.....</b>	<b>43</b>	<b>41</b>	<b>3</b>	<b>8</b>	<b>110</b>	<b>76</b>	<b>2</b>	<b>38</b>	<b>198</b>	<b>182</b>	<b>6</b>	<b>2</b>	<b>110</b>	<b>84</b>	<b>7</b>	<b>1</b>	<b>1,227</b>	<b>1,069</b>	<b>104</b>	<b>57</b>
<b>Trade.....</b>	<b>3,116</b>	<b>1,432</b>	<b>1,121</b>	<b>4</b>	<b>2,350</b>	<b>1,373</b>	<b>628</b>	<b>12</b>	<b>4,363</b>	<b>2,381</b>	<b>1,110</b>	<b>27</b>	<b>3,357</b>	<b>1,979</b>	<b>553</b>	<b>7</b>	<b>36,800</b>	<b>21,703</b>	<b>7,783</b>	<b>182</b>
Wholesale.....	1,524	690	570	2	842	433	319	2	1,821	921	619	2	1,275	646	335	2	13,090	6,875	3,998	18
Retail.....	1,592	742	551	2	1,508	940	309	10	2,542	1,460	491	25	2,082	1,333	218	5	23,730	14,828	3,785	134
<b>Finance, Insurance and Real Estate</b>	<b>506</b>	<b>352</b>	<b>18</b>	<b>1</b>	<b>254</b>	<b>189</b>	<b>14</b>	<b>1</b>	<b>715</b>	<b>394</b>	<b>19</b>	<b>1</b>	<b>716</b>	<b>462</b>	<b>24</b>	<b>5</b>	<b>5,583</b>	<b>3,572</b>	<b>258</b>	<b>25</b>
<b>Service.....</b>	<b>6,421</b>	<b>2,831</b>	<b>2,257</b>	<b>134</b>	<b>4,746</b>	<b>2,263</b>	<b>1,348</b>	<b>342</b>	<b>11,058</b>	<b>5,108</b>	<b>2,672</b>	<b>90</b>	<b>10,745</b>	<b>5,973</b>	<b>2,782</b>	<b>42</b>	<b>91,306</b>	<b>46,109</b>	<b>25,160</b>	<b>1,377</b>
Community or Public Service.....	562	321	80	2	465	283	72	36	1,158	602	65	43	3,363	2,016	895	17	7,307	4,416	1,817	132
Government Service.....	1,282	1,163	22	82	1,010	659	24	300	2,740	2,321	42	38	3,378	2,213	895	17	19,172	14,988	1,879	605
Recreation Service.....	487	80	260	.....	118	52	52	.....	174	70	.....	4	241	355	90	.....	3,526	1,404	1,461	11
Business Service.....	301	171	49	42	215	154	38	2	1,055	321	53	4	570	355	77	4	5,535	3,109	697	367
Personal Service.....	3,789	1,096	1,846	8	2,938	1,115	1,162	4	5,924	1,394	2,470	4	5,693	2,728	1,653	15	55,766	22,192	20,306	273
<b>Totals.....</b>	<b>17,398</b>	<b>10,133</b>	<b>4,218</b>	<b>484</b>	<b>13,271</b>	<b>8,208</b>	<b>2,498</b>	<b>1,172</b>	<b>28,225</b>	<b>15,441</b>	<b>4,908</b>	<b>594</b>	<b>41,172</b>	<b>18,932</b>	<b>17,445</b>	<b>410</b>	<b>285,348</b>	<b>169,729</b>	<b>62,619</b>	<b>8,058</b>
<b>Men.....</b>	<b>10,765</b>	<b>7,133</b>	<b>2,092</b>	<b>457</b>	<b>8,828</b>	<b>5,870</b>	<b>1,617</b>	<b>1,063</b>	<b>18,224</b>	<b>10,816</b>	<b>3,126</b>	<b>480</b>	<b>21,331</b>	<b>11,233</b>	<b>8,465</b>	<b>357</b>	<b>182,059</b>	<b>115,954</b>	<b>38,458</b>	<b>7,367</b>
<b>Women.....</b>	<b>6,693</b>	<b>3,000</b>	<b>2,156</b>	<b>27</b>	<b>4,443</b>	<b>2,338</b>	<b>881</b>	<b>169</b>	<b>10,001</b>	<b>4,625</b>	<b>1,782</b>	<b>114</b>	<b>19,731</b>	<b>7,699</b>	<b>9,080</b>	<b>53</b>	<b>103,289</b>	<b>53,775</b>	<b>24,161</b>	<b>691</b>

<sup>1</sup> Current and deferred vacancies reported during the period.



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	14.2	2,663	59,561	1,261,750
Prince Edward Island.....	1.6	389	6,939	128,049
Nova Scotia.....	21.9	5,776	91,825	1,767,427
New Brunswick.....	21.8	4,874	91,430	1,854,309
Quebec.....	141.3	39,930	593,579	12,331,817
Ontario.....	137.0	47,318	575,397	11,871,691
Manitoba.....	15.4	4,120	64,525	1,262,804
Saskatchewan.....	8.1	1,889	33,961	667,515
Alberta.....	16.2	4,395	68,182	1,434,590
British Columbia.....	47.6	14,976	199,943	4,412,289
Total, Canada, June, 1958.....	425.1	126,330	1,785,342	36,992,241
Total, Canada, May, 1958.....	582.8	151,004	2,447,879	51,652,555
Total, Canada, June, 1957.....	177.3	64,546	709,167	14,356,036

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JUNE 30, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	June 28, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	445,487	86,494	33,783	49,387	42,086	41,497	35,078	157,162	34.4	204,516
Male.....	314,910	63,471	23,767	32,612	29,581	29,771	24,530	111,178	37.7	140,265
Female.....	130,577	23,023	10,016	16,775	12,505	11,726	10,548	45,984	26.5	64,251
Newfoundland.....	13,816	1,121	534	1,111	1,018	1,255	1,523	7,256	73.0	6,547
Male.....	12,587	986	483	995	929	1,136	1,387	6,671	75.3	6,047
Female.....	1,229	135	51	116	87	119	136	585	48.8	500
Prince Edward Island.....	1,660	296	84	144	134	121	108	773	62.1	817
Male.....	1,167	212	62	95	87	87	70	554	67.1	600
Female.....	493	84	22	49	47	34	38	219	50.3	217
Nova Scotia.....	26,410	7,233	1,880	2,311	1,964	2,019	1,863	9,140	38.9	10,037
Male.....	22,516	6,705	1,607	1,894	1,631	1,630	1,466	7,583	38.4	8,217
Female.....	3,894	528	273	417	333	389	397	1,557	42.2	1,820
New Brunswick.....	19,410	2,305	1,195	1,919	2,359	1,942	1,570	8,120	63.1	10,083
Male.....	15,543	1,765	938	1,541	1,984	1,640	1,236	6,439	66.7	8,286
Female.....	3,867	540	257	378	375	302	334	1,681	48.4	1,797
Quebec.....	144,823	26,825	10,685	16,414	14,416	15,501	12,150	48,822	36.3	67,801
Male.....	103,287	18,707	7,345	10,650	10,340	12,029	9,172	35,044	41.0	46,609
Female.....	41,536	8,118	3,350	5,764	4,076	3,472	2,978	13,778	24.8	21,192
Ontario.....	145,304	30,725	12,465	17,668	13,063	12,158	10,477	48,748	24.7	70,532
Male.....	92,332	20,849	8,149	10,575	7,946	7,377	6,248	31,188	24.9	44,083
Female.....	52,972	9,876	4,316	7,093	5,117	4,781	4,229	17,560	24.4	26,449
Manitoba.....	14,730	2,316	971	1,546	1,323	1,228	1,106	6,240	29.7	7,106
Male.....	9,440	1,516	601	967	834	792	650	4,080	36.2	4,112
Female.....	5,290	800	370	579	489	436	456	2,160	18.0	2,994
Saskatchewan.....	7,280	1,203	451	612	678	552	573	3,211	52.1	2,916
Male.....	4,718	822	280	349	461	342	346	2,118	59.1	1,716
Female.....	2,562	381	171	263	217	210	227	1,093	39.3	1,200
Alberta.....	17,480	3,418	1,206	1,826	2,187	1,599	1,368	5,876	39.9	8,044
Male.....	12,896	2,635	857	1,281	1,728	1,127	945	4,323	44.8	6,286
Female.....	4,584	783	349	545	459	472	423	1,553	26.2	1,758
British Columbia.....	54,574	11,052	4,302	5,836	4,946	5,122	4,340	18,976	29.3	20,633
Male.....	40,424	9,274	3,445	4,265	3,641	3,611	3,010	13,178	30.1	14,309
Female.....	14,150	1,778	857	1,571	1,305	1,511	1,330	5,798	26.8	6,324

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
JUNE 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Intitial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,221	1,637	584	2,621	2,214	407	700
Prince Edward Island.....	498	328	170	511	426	85	80
Nova Scotia.....	10,044	7,876	2,168	6,410	5,698	712	5,633
New Brunswick.....	4,967	3,253	1,714	5,359	4,755	604	1,197
Quebec.....	47,145	28,432	18,713	47,843	42,657	5,186	12,563
Ontario.....	57,270	31,175	26,095	59,162	51,944	7,218	12,816
Manitoba.....	4,721	3,189	1,532	4,892	4,152	740	986
Saskatchewan.....	2,275	1,460	815	2,188	1,775	413	606
Alberta.....	5,656	3,493	2,163	5,347	4,470	877	2,127
British Columbia.....	20,957	9,926	11,031	21,362	18,613	2,749	5,242
Total, Canada, June, 1958.....	155,754	90,769	64,985	155,695	136,704	18,991	41,950
Total, Canada, May, 1958.....	165,075	106,847	58,228	172,006	150,893	21,113	41,891
Total, Canada, June, 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525

\* In addition, revised claims received numbered 27,125.

† In addition, 27,523 revised claims were disposed of. Of there, 2,000 were special requests not granted and 1,124 were appeals by claimants. There were 4,134 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—June.....	4,064,400	3,513,300	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800
July.....	3,965,000	3,780,500	204,500
June.....	3,902,000	3,651,700	250,300

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—						
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1957	June 1958	July 1958					
(1) St. John's, Nfld.....	109.6	112.3	112.7	111.7	113.5	103.4	108.4	121.9
Halifax.....	119.3	122.4	122.8	115.3	131.5	115.3	125.4	131.4
Saint John.....	122.4	124.9	124.7	117.2	134.7	116.7	121.3	137.2
Montreal.....	122.0	125.2	125.0	125.5	142.6	107.3	118.0	128.7
Ottawa.....	123.4	125.4	125.4	121.0	145.3	111.7	119.0	131.4
Toronto.....	125.5	128.8	128.4	121.4	153.6	113.4	120.9	134.0
Winnipeg.....	120.0	123.3	122.6	120.5	129.9	115.6	117.5	128.5
Saskatoon—Regina.....	119.3	122.2	121.9	119.5	121.2	118.6	123.1	125.8
Edmonton—Calgary.....	119.1	121.9	121.3	118.2	124.4	114.9	120.7	128.2
Vancouver.....	121.7	125.1	124.6	118.8	136.9	113.9	127.5	129.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-JULY 1957-1958(a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
Cumulative Totals.....	157		46,509		750,460	0.11
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.05
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
Cumulative Totals.....	152		50,068		829,350	0.12

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

**TABLE G-2.—STRIKES AND LOCKOUTS, JULY 1958, INVOLVING 100 OR MORE WORKERS**  
(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result	
		Approximate Number of Workers	Time Loss in Man-days					
			July					Accumulated
In Progress Prior to July 1958								
MINING— Canadian Gypsum Co. Hantsport and Wentworth, N.S.	Nova Scotia Quarry Workers' Union No. 294, CLC.	300(b)	7,800	68,550	Oct. 31, 1957	—	—	
MANUFACTURING— <i>Clothing</i> — Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Workers AFL-CIO/CLC	278	6,115	25,355	March 17	—	—	
<i>Non-Metallic Minerals</i> — Dominion Glass Co., Hamilton, Ont.	United Glass and Ceramic Workers of North America, No. 203, AFL-CIO/CLC	848	8,480	31,370	May 23	July 16	Wage increase, retroactive pay and 2 additional paid holidays.	
CONSTRUCTION— National Association of Master Plumbers and Heating Contractors, Vancouver, B. C.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of U.S. and Canada, No. 170, AFL-CIO/CLC.	1,000	22,000	64,500	April 30	—	—	
Associated Electrical Contractors represented by Construction Industrial Relations, Vancouver, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	331	7,280	14,255	May 30	—	—	
TRANSPORTATION— <i>Water</i> — Canadian Pacific Steamships, British Columbia Coast, B.C.	Seafarers' International Union of North America, AFL-CIO/CLC; Canadian Merchant Service Guild Inc., CLC; National Association of Marine Engineers of Canada Inc., CLC.	560	10,080	22,135	May 16	July 26	Operations resumed under an administrator appointed under special legislation pending settlement of dispute.	
SERVICE— <i>Public</i> — St. John's Municipal Council, St. John's, Newfoundland	National Union of Public Employees, No. 569, CLC	200	1,000	1,500	June 27	July 8	Dispute settled with assistance of Conciliation Board.	

Commencing in July 1958

MINING— Pronto Uranium Mine, Algoma Mills, Ont.	417 (c)	830	830	July 25	July 27	Not reported.	Return of workers.
MANUFACTURING— Food— Robinhood Flour Mills, Fort Colborne, Ont.	195	3,510	3,510	July 8	—	Wages and term of agreement.	—
Wood— Kornak Lumber Co., Kornak, Ont.	112	335	335	July 28	—	Not reported.	—
Wesnak Lumber Co., Westree, Ont.	115	345	345	July 29	—	Sympathy strike.	—
Construction— Nelen Company, Fort William, Ont.	150 (d)	300	300	July 2	July 3	Wages, stabilized work week improved safety, paid travel time.	Return of workers, further negotiations.
Acme Construction, Founda- tion Maritime of Canada Company, Saint John, N.B.	166	1,325	1,325	July 22	—	Union recognition	—
TRANSPORTATION— Saskatchewan Transportation Co., Regina, Saska- toon and Prince Albert, Sask.	158	630	630	July 18	July 22	Wages	6% wage increase retro- active to Jan. 1958; further 5% in 1959.

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
(b) 43 indirectly affected; (c) 14 indirectly affected; (d) 140 indirectly affected.



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# CURRENT

OCTOBER 15, 1958

## manpower and labour relations REVIEW

ECONOMICS AND RESEARCH BRANCH

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### Current Manpower Situation

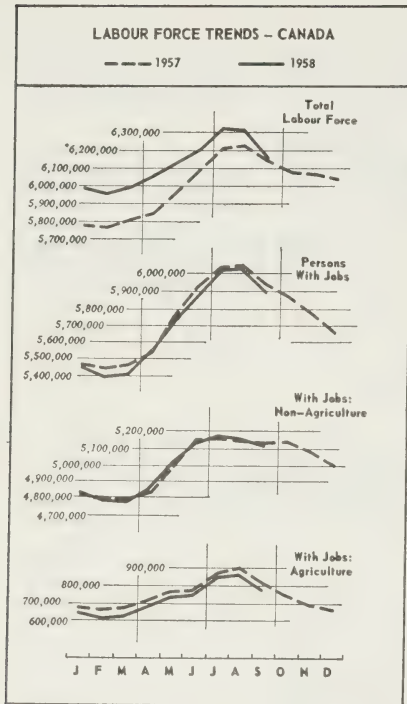
After allowing for average seasonal influences, employment registered a moderate decline between July and September, breaking the uneven advance that had been maintained since early spring. However, large and sometimes irregular changes in both the labour force and employment are likely to occur at this time of year, as the result of a sharp drop in harvesting, fishing and food-processing operations, the end of vacations, the return to school and the upturn in forestry and automobile manufacturing. In addition to the usual cross-currents, underlying trends this fall have been further obscured by industrial disputes involving (directly or indirectly) upwards of 50,000 workers.

The number of persons with jobs in September was estimated to be 5,888,000, a drop of 137,000 from a month earlier and 51,000 less than last year. The decline in the current month was limited to male workers, 80,000 in agricultural and 57,000 in non-agricultural industries. These changes were not very different from the average of the last two years. There was no net change in the number of women employed during the month, a moderate decline in agriculture offsetting gains elsewhere. Changes in female employment have no consistent pattern at this time of year, largely because of irregular shifts in the timing of labour requirements of food-processing firms.

In spite of a decline in the number of persons with jobs, there were more people actually working in September than in August. The biggest factor here, of course, was a decrease of over 300,000 on vacation. In addition, however, the number on temporary layoff (chiefly in automobile manufacturing and coal mining) fell from 37,000 to 14,000. On the other hand, moderate increases were registered in the number working less than a full week because of short time and turnover.

The number of persons withdrawing from the labour force exceeded the drop in employment. Consequently, the number without jobs and seeking work fell from 281,000 in August to 271,000 in September. To this decline might be added the above-mentioned drop of 23,000 in the number on temporary layoff. The seeking work figure was 4.4 per cent of the labour force this September compared with 3.2 per cent in September 1957.

The drop in the labour force since mid-summer has been unusually large, accentuating the downward trend that has been in progress since spring. In the third quarter the labour force was, on the average, just over 1 per cent



greater than a year earlier. This compares with a year-to-year margin of over 3 per cent during most of last year and this spring.

Part of the reason for this progressive narrowing of the margin over last year was a relatively slow population growth which, in turn, stems largely from the cutback in this year's immigration program. Population growth (14 years and over) averaged only 17,000 a month in the third quarter of 1958, compared with 27,000 a month in the same period last year.

A drop in the proportion of the population of working age participating in the labour force has also been a factor of considerable importance in slowing down the growth of the labour force. The ratio was 54.0 per cent in September, compared with 54.8 per cent a year earlier. If the participation rate in September had been the same as last year, there would have been about 90,000 more persons in the labour force. There are various reasons for the decline in participation rate, one of the more important being the scarcity of job opportunities. It is notable that the fall in participation rate is most marked in the younger and older age groups.

## Women's Employment

Although, as stated above, the number of women with jobs in September was unchanged from a month earlier, some 58,000 more women had jobs in August this year than a year before. This offset to a considerable extent the estimated drop of 80,000 in jobs for men.

The industries which suffered the greatest loss of jobs had a lower level of employment this year for both men and women, and in fact the loss of jobs for women was in some industries greater, percentagewise, than for men. However, the industries most affected—among them manufacturing and construction—employ a high proportion of men. For this reason even a considerably smaller proportional drop in male employment resulted in a much greater numerical loss.

The increase in employment for both sexes is in industries in which women are well established, particularly service and trade. A larger number of both men and women are now employed in these industries than was the case a year ago.

Agriculture is the big exception to the general rule that the drop in jobs in an industry has affected both sexes. That industry was by far the greatest factor in the year-to-year change in the employment situation. Agriculture alone accounted for more than half of the net increase in jobs for women. On



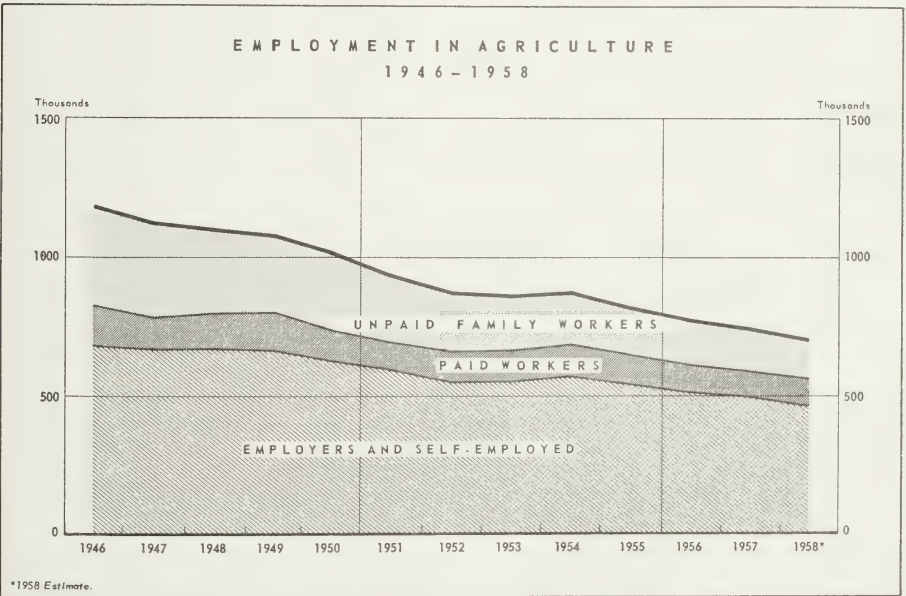
the other hand, more than three-quarters of the net drop in men's employment could be attributed to agriculture. The agricultural industry contributed more than twice as much as did manufacturing to the total drop in number of jobs for men.

The employment situation was less favourable than a year ago for men of all ages, but teen-agers were hardest hit. Of the women, teen-agers were the only group with a slight drop in percentage employed in August 1958 as compared with a year ago.

## Employment Trends in Agriculture

The agricultural labour force showed a further decrease this year, continuing the long-term decline of the postwar period. In the first seven months of 1958 the average number of workers attached to farming was estimated to be 713,000, which was some 24,000 fewer than in the same period last year. The decrease would have been even greater but for the fact that female workers in agriculture increased by some 11,000 from 1957 to 1958. This increase can be attributed largely to the fact that a greater number of women on farms were doing farm work this year in order to fill the gap left by the movement of farm owners and their sons to non-agricultural occupations. The total male labour force in agriculture declined by some 35,000 since last year. This drop was distributed among own account workers, self-employed and unpaid family workers; the number of male paid workers in agriculture increased slightly.

Almost 70 per cent of the female labour force in agriculture are unpaid family workers. This female group was entirely responsible for the expansion which occurred this year, a sharp reversal of the postwar trend. Paid family workers showed virtually no change over the year. This category has held fairly constant throughout the postwar period.



As might be expected, the occupational distribution of male and female farm workers differs quite markedly. Unpaid workers constitute almost 70 per cent of farm employment for females but less than 20 per cent for males. For females, this group declined in relative importance during the past 10 years, from 87 per cent to 70 per cent, while it showed virtually no proportionate change for males.

More than half of the male work force in agriculture is self-employed. This group declined sharply in both relative and absolute terms during the postwar period. In the summer of 1958 the number classified as self-employed was almost 200,000 lower than a decade earlier. The number of paid workers in this group declined about 30,000 during the 10 year period 1948 to 1958. Unpaid family workers showed a slightly greater absolute decline (42,000) though in relative terms the decrease for this group was not as sharp.

The regional distribution of the agricultural labour force differs little from last year. The largest group was in the Prairie region, which accounted for about 40 per cent of the total. The Atlantic and Pacific regions made up for 8 per cent and 4 per cent of the total respectively. Ontario and Quebec shared about equally in the balance.

Apart from a slight increase in British Columbia, farm employment was lower than last year in all regions. There was a notable drop in the Prairie Provinces despite the fact that the female work force increased substantially. In fact, virtually all of the increase in female farm employment in Canada occurred in this region. In August, the number of female workers in agriculture in the Prairie region was estimated to be 18,000 higher than in 1957. This drop was more than offset, however, by a drop of 35,000 in the number of male workers in agriculture.

#### DISTRIBUTION OF LABOUR MARKET AREAS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957
Metropolitan.....	—	1	6	3	6	8	—	—
Major Industrial.....	—	1	21	11	5	14	—	—
Major Agricultural.....	—	—	1	2	13	12	—	—
Minor.....	1	—	25	10	32	48	—	—
Total.....	1	2	53	26	56	82	—	—

NOTE:—One area (Kitimat B.C.) was added to the survey this month. Halifax, N.S., (formerly a major industrial area) is now classed as a metropolitan area.

\* See inside back cover.

# Current Labour Statistics

(Latest available statistics as of October 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower—</i>				
Total civilian labour force (a) . . . . .	Sept. 20	6,159,000	— 2.3	+ 0.4
Total persons with jobs . . . . .	Sept. 20	5,888,000	— 2.3	— 0.9
At work 35 hours or more . . . . .	Sept. 20	5,137,000	+ 1.5	— 2.1
At work less than 35 hours . . . . .	Sept. 20	561,000	+22.8	+ 15.4
With jobs but not at work . . . . .	Sept. 20	190,000	—62.7	— 8.2
With jobs but on short time . . . . .	Sept. 20	53,000	+17.8	+ 43.2
With jobs but laid off full week . . . . .	Sept. 20	14,000	—62.2	— 17.7
Persons without jobs and seeking work . . . . .	Sept. 20	271,000	— 3.6	+ 37.6
Persons with jobs in agriculture . . . . .	Sept. 20	774,000	—10.8	— 4.5
Persons with jobs in non-agriculture . . . . .	Sept. 20	5,114,000	— 0.8	— 0.3
Total paid workers . . . . .	Sept. 20	4,707,000	— 1.2	+ 0.1
<i>Registered for work, NES (b)</i>				
Atlantic . . . . .	Sept. 18	33,900	—15.5	+ 30.4
Quebec . . . . .	Sept. 18	98,000	— 5.4	+ 41.6
Ontario . . . . .	Sept. 18	118,700	— 8.8	+ 11.4
Prairie . . . . .	Sept. 18	34,700	— 1.7	+ 42.8
Pacific . . . . .	Sept. 18	41,800	—13.8	+ 40.3
Total, all regions . . . . .	Sept. 18	327,100	— 8.6	+ 27.8
<i>Claimants for Unemployment Insurance benefit . . . . .</i>				
Amount of benefit payments . . . . .	Sept. 1 August	294,587 \$19,491,443	— 2.1 —27.3	+ 41.1 + 49.6
Industrial employment (1949 = 100) . . . . .	August 1	121.8	+ 0.4	— 4.6
Manufacturing employment (1949 = 100) . . . . .	August 1	111.7	— 0.3	— 5.4
Immigration . . . . .	1st. 6 mos.	67,744	—	— 62.9(c)
Destined to the labour force . . . . .	1st. 6 mos.	35,742	—	— 65.8(c)
<i>Conciliation Services (ex. Quebec)</i>				
Number of cases in progress . . . . .	August	766	—	—
Number of workers involved . . . . .	August	191,080	—	—
<i>Strikes and Lockouts</i>				
No. of strikes . . . . .	September	56	—	— 0.5(c)
No. of workers involved . . . . .	September	46,944	—	+ 27.3(c)
No. of days lost . . . . .	September	496,780	—	+ 24.5(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries . . . . .	Aug. 1	\$70.75	+ 0.1	+ 3.4
Average hourly earnings (mfg.) . . . . .	Aug. 1	\$1.66	— 0.5	+ 3.4
Average hours worked per week (mfg.) . . . . .	Aug. 1	40.4	— 0.3	— 0.3
Average weekly earnings (mfg.) . . . . .	Aug. 1	\$66.98	— 0.7	+ 3.1
Consumer price index (av. 1949 = 100) . . . . .	Sept. 1	125.6	+ 0.3	+ 1.9
Real weekly earnings (mfg. av. 1949 = 100) . . . . .	Aug. 1	128.3	— 1.2	+ 1.0
Total labour income . . . . . \$'000,000.	August	1,346	+ 0.7	+ 0.8
<i>Industrial Production</i>				
Total (average 1935-39 = 100) . . . . .	August	281.0	+ 0.7	— 2.0
Manufacturing . . . . .	August	277.1	+ 1.9	— 2.1
Durables . . . . .	August	311.1	— 1.0	— 3.3
Non-Durables . . . . .	August	255.4	+ 4.3	— 1.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, April issue of Labour Gazette.

(b) See inside back cover.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Labour-Management Relations

## The Bargaining Scene

The number of major agreements affected by bargaining activity declined further in October to 74 agreements covering 386,900 workers. Conciliation activity has also declined slightly from last month's figure. The number of agreements reached between September 15 and October 15 was ten, covering 39,000 workers. All but one of these agreements have been through conciliation proceedings. They include agreements in the coal mining, paper and construction industries.

As a part of the survey and analysis work in collective agreements carried out by the Economics and Research Branch, it has proved practicable to keep abreast, with a minimum of time lag, of approximately 1,000 representative agreements. Of these, 223 have been revised and received in the Branch. The table below shows the distribution of wage increases reported under these 223 agreements. Of these 223 agreements, 57 per cent were signed for periods of one year or less, and 41 per cent for periods ranging from more than one year but less than three. About 16 per cent of the agreements signed for one year or less made no provisions for wage increases, while the figure for all agreements reviewed was 9 per cent.

### DISTRIBUTION OF WAGE INCREASES PROVIDED BY 223 AGREEMENTS SIGNED IN 1958

#### Term of Agreement

Total Amount of increase—cents per hour	1 year or less	More than 1 but less than 3 years	3 years or more	Total
1-4.9	11	2	—	13
5-9.9	55	20	1	76
10-14.9	24	23	—	47
15-19.9	12	17	—	29
20-24.9	1	13	3	17
25 and over	2	15	3	20
No Change	20	1	—	21
Total	125	91	7	223
% of Agreements examined	57	41	2	100

### Bargaining Status of Major Agreements Reviewed, October 15, 1958

N = negotiating C = conciliation P/C = post conciliation A = arbitration W/S = work stoppage. Brackets indicate information not confirmed

Company and Location	Union	Status Sept. 15 Oct. 15	
Abitibi Power, Ontario.....	Carpenters	—	C
Abitibi Power & Paper, Iroquois Falls. . . .	4 paper mill unions	C	C
Algoma Steel, Sault Ste. Marie.....	Steelworkers	C	C
Anglo Canadian Pulp & Paper, Quebec.....	2 paper mill unions	C	A
Anglo-Nfld. Development, Grand Falls . . . .	4 paper mill unions	C	C
Anglo-Nfld. Development, Grand Falls . . . .	Woodworkers	N	C
Associated Clothing, Manitoba, Toronto...	Clothing Workers	—	N
Avro Aircraft, Malton.....	Machinists	N	N
Bowaters Pulp & Paper, Corner Brook.....	4 paper mill unions	C	C
C.B.C., Canada.....	NABET (Broadcasting)	C	C
Canadian Car Co., Montreal.....	Railway Carmen	N	N
Canadian Cottons.....	Textile Workers	N	N

Company and Location	Union	Status	
		Sept. 15	Oct. 15
Canadian Vickers, Montreal.....	Various craft unions	N	—
Canadian Vickers, Montreal.....	Syndicate (CCCL)	N	(N)
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	C	(C)
Canadair, Malton.....	Machinists	—	N
Chrysler Corp., Windsor.....	Automobile Workers	C	(C)
City of Toronto, Ontario.....	Municipal Employees	C	C
Consolidated Paper, Quebec.....	2 paper mill unions	C	(A)
Davie Shipbuilding, Lauzon.....	Syndicate (CCCL)	W/S	W/S
Dominion Textiles, Quebec.....	Syndicate (CCCL)	A	(A)
Dominion Textiles, Montreal.....	Syndicate (CCCL)	C	C
E.B. Eddy, Hull and Ottawa.....	3 paper mill unions	C	C
Falconbridge Nickel Mines.....	Mine, Mill Workers	N	N
Ford Motor Co., Ontario.....	Automobile Workers	N	(N)
General Motors, Ontario.....	Automobile Workers	C	(C)
General Steel Wares, Ont. and Que.....	Steelworkers	C	N
Halifax Construction Assn., Halifax.....	Carpenters and Joiners	(N)	(N)
Halifax Shipyards, Halifax.....	Marine Workers	N	N
Hollinger Consolidated, Timmins.....	Steelworkers	C	P/C
Howard Smith Paper Mills, Cornwall.....	2 paper mill unions	N	(N)
Imperial Tobacco, P.Q.....	Tobacco Workers	—	N
International Nickel Co., Port Colborne ...	Mine, Mill Workers	C	N/S
International Nickel Co., Sudbury.....	Mine, Mill Workers	C	W/S
Lake Carriers Assn., Great Lakes.....	Seafarers	C	—
Marine Industries, Sorel.....	Syndicate (CCCL)	N	C
Massey-Harris-Ferguson, Ontario.....	Automobile Workers	N	C
Master Plumbers Assn., Edmonton.....	Plumbers	(A)	A
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	C	C
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	C	C
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	C	(C)
Motor Transport Ind. Rel. Bureau, Toronto	Teamsters	C	(C)
N. Interior Lumberman's Assn., Northern B.C.....	Woodworkers	C	(C)
Okanagan Fed. Shippers, Okanagan.....	Fruit Workers	N	N
Ontario Hydro Commission—Toronto....	N.U.P.S.E.	C	C
Orenda Engines Ltd., Malton.....	Machinists	N	N
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs	C	C
Price Bros., Quebec.....	Syndicate (CCCL)	C	C
Provincial Govt. Saskatchewan.....	Sask. Civil Service Association	N	N
Provincial Transport Co., P.Q.....	Railway Engineers	N	N
Royal York Hotel, Toronto.....	Hotel Employees	N	N
Shawinigan Chemicals, Shawinigan Falls .	Syndicate (CCCL)	A	A
S. Interior Lumberman's Assn., Southern B.C.....	Woodworkers	C	P/C
Steel Co. of Canada, Hamilton.....	Steelworkers	W/S	W/S
Sudbury Builders' Exchange, Sudbury ....	Hodcarriers	A	A
Toronto Builders Exchange, Toronto ....	Carpenters	C	N
Trucking Assn., Montreal.....	Teamsters	N	C

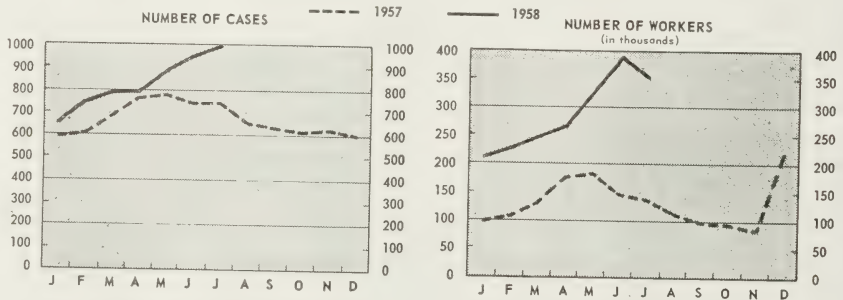
# THE BARGAINING SCENE OCTOBER 15, 1958

Bargaining Units of 1,000 or More Employees

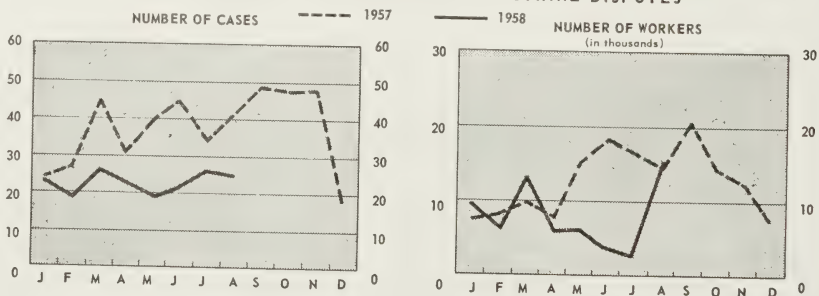
September 1, 1958 to November 30, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	74	386,900
Bargaining carried over from August .....	61	347,700
Terminating in period Sept. 1-Nov. 30 .....	13	39,200
<b>Settlements Achieved Sept. 15 to Oct. 15</b> .....	10	16,400
<b>Negotiations Continuing at Oct. 15</b> .....	63	365,250
Bargaining in progress .....	26	93,500
Conciliation in progress .....	24	108,150
Post conciliation .....	3	129,650
Work stoppage .....	4	24,000
Arbitration .....	6	9,940
<b>Negotiations not yet begun</b> .....	3	5,250

## CONCILIATION SERVICES IN CANADA



## WORK STOPPAGES ARISING FROM INDUSTRIAL DISPUTES

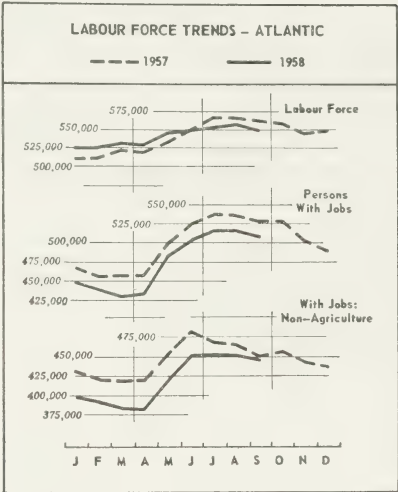




# Manpower Situation in Local Areas

## ATLANTIC

Employment decreased seasonally in the Atlantic region during September and students and other short-term workers withdrew from the labour force. At September 20 the number of persons with jobs was estimated to be 508,000, some 9,000 fewer than in the previous month and 21,000 fewer than a year earlier. Coal mining production continued at a reduced level as staggered layoffs were still taking place at the Sydney Mines. Pulpwood logging in Newfoundland showed a further decline, reaching a much lower level than last year. Total manufacturing employment changed very little during the month; increased hirings were reported in a number of steel plants but these gains were largely offset by a layoff of about 100 workers at the Saint John Shipyards.



The low point in economic activity appears to have been reached in the Atlantic region early in the year. Persons with jobs (adjusted for seasonal variations) increased more than 2 per cent from March to August, reversing the downward trend which began in July 1957. The increase made up for only part of the earlier losses, however, so that the number of persons with jobs in September was still substantially lower than last year. The level of unemployment has been consistently higher than in 1957.

While the declining trend in business activity was arrested early in the year, it is still not clear whether the forces responsible for the recession have altered enough to bring about a period of sustained expansion. The pattern so far has been one of adjustment, with relatively small production and employment gains. Most economic indicators of the region have shown no appreciable improvements in recent months and this trend is likely to persist for the next few months. Inventories of pulpwood are still excessive. Some manufacturing plants have also been hampered by excessive stocks. The increase in new orders for manufactured goods has been largely confined to the steel industry. Two rail orders for export will keep the DOSCO steel plant's rail mill working at capacity for at least three months.

An upturn in construction activity would have a strengthening influence on the economy of the region. Some revival of activity can be expected in this sector since contracts for all types of construction have been slightly higher this summer than in the same period last year. The higher value of contracts has not as yet been reflected in an upturn of employment, because many of the jobs scheduled to begin earlier in the year were delayed.

# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1, 1958.

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Hamilton Montreal Quebec-Levis ST. JOHN'S Vancouver-New Westminster Mission City → WINDSOR	Calgary Edmonton Halifax Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)		Brantford Corner Brook → CORNWALL Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton → NEW GLASGOW Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sudbury → SYDNEY Trois Rivières Victoria	Guelph Kingston Kitchener → LONDON Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford Mines- Megantic-St. Georges	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	Sorel	Beauharnois BRIDGEWATER ← Campbellton → CENTRAL VANCOU- VER ISLAND Chilliwack Dawson Creek Drummondville Fredericton Gaspé GRAND FALLS ← Lindsay Newcastle Owen Sound PEMBROKE ← Prince George PRINCE RUPERT ← Quebec North Shore Rimouski STE. AGATHE- ST. JEROME ← St. Jean → ST. STEPHEN Sault Ste. Marie Valleyfield Victoriaville Woodstock, N.B.	Bathurst Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin Drumheller Edmundston Galt Goderich Kamloops Kentville Kitimat Lachute- Ste. Therese Listowel Medicine Hat Montmagny North Bay Okanagan Valley Fortage La Prairie St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock- Ingersoll Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For explanation of classification system, see inside back cover.

Six of the 21 areas in the region were reclassified during September, three from substantial surplus to the moderate surplus category and three from balance to the moderate surplus category. At October 1, the area classification was as follows (last year's figures in brackets): in moderate surplus 13 (7); in balance 8 (14).

### Local Area Developments

**St. John's** (metropolitan) was reclassified from Group 3 to Group 2. The dispute at the St. John's waterfront was settled during the month but port activity remained slack. Temporary layoffs were reported in construction owing to the fact that the waterfront dispute resulted in a shortage of building materials.

**New Glasgow** (major industrial) was reclassified from Group 1 to Group 2. Rehiring at the Eastern Car Company boosted manufacturing employment during the month. Total manufacturing employment was still substantially lower than last year, however, owing to reduced orders for freight cars from the railways.

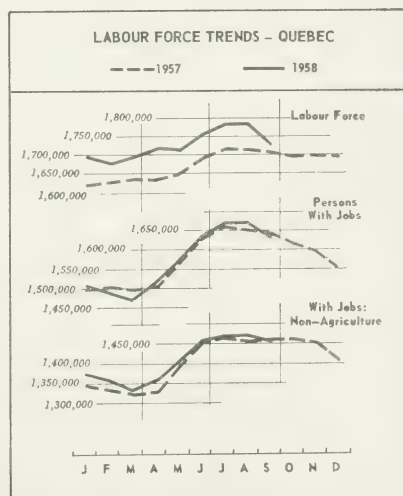
**Sydney** (major industrial) was reclassified from Group 1 to Group 2. Staggered shutdowns continued in coal mining but employment was somewhat higher than in the previous month. Scheduled cutbacks in coal production were reported to have concluded at most of the mines by the end of the month.

**Grand Falls and Bridgewater** (minor) were reclassified from Group 3 to Group 2.

**St. Stephen** (minor) was reclassified from Group 1 to Group 2.

### QUEBEC

Employment declined more than seasonally in the Quebec region during September. The decline was in part associated with the withdrawal of students and other seasonal workers from the labour force. In the week ended September 20, the number of persons with jobs was estimated at 1,630,000, some 45,000 lower than the previous month and 14,000 less than a year before. Despite the drop in the number of persons with jobs, the number actually at work increased from 1,558,000 to 1,591,000 during the month, as workers returned from vacations. The level of unemployment was substantially lower than in August as the labour force showed a greater contraction than employment. The construction industry, particularly housebuilding, was very active during the month. Forestry employment increased sharply in accordance with the usual seasonal pattern, though operations were at a somewhat lower level than last year.





An upturn in economic activity occurred in this region early in the spring but full recovery appears to be still some distance away. Some of the basic weaknesses which accounted for the downturn last year are still in evidence, so that business activity in general continues to be fairly sluggish. There has been little recovery, for example, in world demand for commodities such as base metals, wood products and paper products which figured prominently in the earlier boom. There has been some strengthening in the domestic market for a fairly wide range of products but as yet production and employment gains have been rather modest.

The low point in employment (apart from seasonal) was reached in this region in March. Since then, the trend has been erratic, although the gains have been quite substantial. Persons with jobs, on a seasonally adjusted basis, increased by 4.5 per cent between March and June, making up for most of the loss that occurred in the preceding nine months. Employment edged downwards again during the past three months, however, as a result of temporary layoffs in various parts of manufacturing.

In September, the number of persons with jobs was estimated to be 14,000 lower than a year ago. Unemployment was much higher than a year before but the year-to-year difference narrowed noticeably since early in the summer owing to a slowing down in the growth of the labour force during recent months. For the first seven months of 1958 the labour force showed an average year-to-year increase of 65,000. In September the difference amounted to only 20,000.

At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 19 (11); in balance, 4 (13).

### Local Area Developments

**Montreal** (metropolitan) remained in Group 2. Total industrial employment was about 3 per cent lower than a year ago. Manufacturing accounted for most of this decline. Employment was sharply lower than last year in railway rolling stock and the electrical apparatus and supplies industries.

**Quebec-Levis** (metropolitan) remained in Group 2. Employment in Quebec was down slightly from a year ago owing to weaknesses in certain parts of manufacturing. Construction employment continued at a somewhat higher level than last year.

**Ste. Agathe-St. Jerome** (minor) was reclassified from Group 3 to Group 2.

### ONTARIO

Employment in Ontario declined seasonally during September. As a result, most of the temporary farm help and many other seasonal workers withdrew from the labour force. The number of persons with jobs at September 25 was estimated to be 2,181,000, about the same as a year before but a drop of 39,000 from the previous month. Agriculture accounted for about 60 per cent of the month-to-month decline. Unemployment showed little change during the month and the year-to-year increase was the smallest since the beginning of this year. As a result of labour-management disputes in Toronto, Sudbury and Hamilton, more than 40,000 workers were tem-

porarily out of work by the end of September and many other workers were indirectly affected.

Economic conditions in the region showed some signs of improvement. Construction activity, both in the residential and non-residential sector, continued at a high level. The number of housing units started in larger centres during August was almost one-third higher than a year earlier, and total starts for the first eight months of the year were about 64 per cent above last year's level.

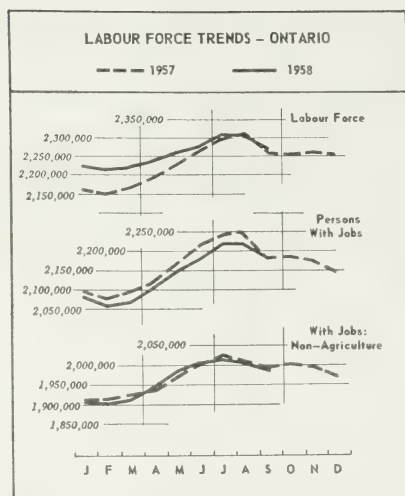
Some improvement appears to be taking place in manufacturing. The motor vehicle industry made a promising start on the production of 1959 models, although output was curtailed in the second half of the month by strikes of automobile workers in the U.S. which interrupted the flow of indispensable parts from that country. Increased activity was reported in a number of iron and steel products firms; in others, steel shortages caused temporary layoffs, the largest of which occurred at a Toronto farm implement plant. Apart from this, activity in the farm implements industry continued at a high level. The home appliance industry is stepping up production.

The region's weak spots continued to be textiles (except clothing), railway rolling stock manufacturing, and forestry. Lack of orders caused two major textile plants at Hamilton to discontinue operations and a third to reduce staff drastically. Employment in the railway rolling stock producing industry, which has been steadily declining since 1957, reached a new low with the layoff of about 500 workers for an indefinite period. Forestry employment showed no change during the month and remained substantially lower than a year ago.

Six of the 34 labour market areas in the region were reclassified during the month, all but one to categories denoting less unemployment. At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (2); in moderate surplus, 13 (6); in balance, 21 (26).

### Local Area Developments

**Metropolitan Areas where classification unchanged:** *Hamilton* (Group 2). The Steleo strike dominated the labour market picture but caused only a moderate rise in unemployment. Two major textile plants are ceasing operations because of lack of orders, and a third plant drastically reduced its staff; about 700 textile workers were affected. Another 500 employees were laid off from the railway rolling stock plant. *Ottawa-Hull* (Group 3). Employment conditions continued to improve in most industries. Construction workers had to be brought in from other areas to meet the demand. *Toronto* (Group 3). The demand for labour from most manufacturing industries showed a noticeable increase. The iron and steel products industry reported considerably



increased activity, notably in the manufacturing of machinery for the construction industry. Construction suffered a severe setback as a result of the labour-management dispute.

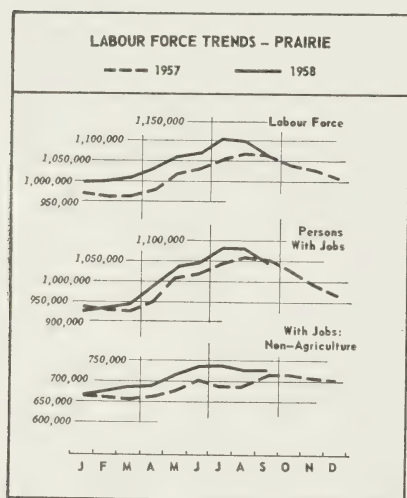
**Windsor** (metropolitan) was reclassified from Group 1 to Group 2, chiefly as a result of the resumption of work by the motor vehicle industry.

**Major Industrial Areas reclassified from Group 1 to Group 2:** *Cornwall:* The reclassification was due mainly to increased construction activity. *Oshawa:* Resumption of motor vehicle production resulted in reclassification.

**London** (major industrial) was reclassified from Group 2 to Group 3; the reclassification was due mainly to improvement in seasonal industries, particularly food processing.

**Chatham** (major agricultural) was reclassified from Group 2 to Group 3, due mainly to agriculture and food processing. *Pembroke* (minor) was reclassified from Group 3 to Group 2.

## PRAIRIE



Employment in the Prairie region declined seasonally during the month. Persons with jobs at September 20 were estimated at 1,047,000, a decrease of some 33,000 from mid-August and 5,000 from the year earlier. The drop in employment over the month was accompanied by a similar decline in the labour force. Consequently, unemployment showed little change, although it was still higher than last year. Completion of grain harvesting was responsible for all of the decrease in employment. Non-agricultural employment showed a slight gain in a month when it usually declines.

Effects of the economic recession during 1958 were less noticeable in the Prairie region than in other regions in Canada. Employment (seasonally adjusted) dropped 4 per cent from the peak in 1957 to the trough in January 1958. Since January employment improved and was higher than a year earlier in most months.

The increase in industrial activity was largely due to an upturn in construction and to the steady expansion in the trade, finance and service industries. Construction employment was about 8 per cent lower in January than in the same month of the previous year but since March it has been higher than a year ago. Residential construction, which showed unusual strength in the last quarter of 1957, continued its upward trend in 1958. From January to July, new housing starts were 51 per cent higher than for the same period last year and, at the end of July, the number under construction was more than 40 per cent higher than a year ago. Non-residential construction showed strength from June on, noticeably in the business and engineering sectors; industrial construction was, however, markedly lower than last year.



Manufacturing employment has been, on the average, about 3 per cent lower than last year, although the gap has narrowed in recent months. The main weaknesses were aircraft parts factories, railway shops and iron and steel plants. On the other hand, food and beverages and printing industries showed further gains.

Steady expansion in the trade, finance and service industries continued; the combined employment in these industries was, on the average, some 3 per cent higher this year than last year. These industries account for about one-third of the total non-farm employment.

The transportation industry showed lower employment, averaging 4 per cent less during the eight-month period this year than last; smaller coal, ore and grain shipments were contributing factors. Employment in coal mines, especially in Alberta, declined substantially as production dropped by one-fifth during the eight-month period. In the oil industry also, there were staff reductions owing to export difficulties.

At October 1, the classification of the 20 labour market areas was the same as a month earlier (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 18 (20).

### Local Area Developments

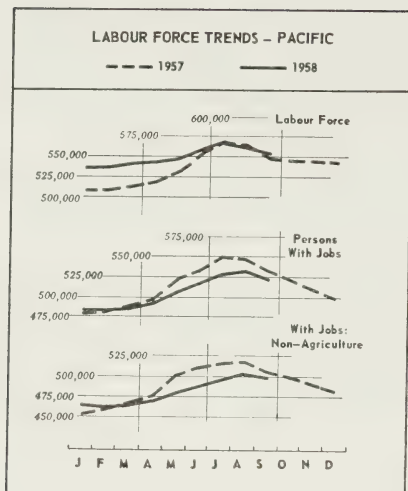
**Calgary, Edmonton, Winnipeg** (metropolitan) remained in Group 3. Total industrial employment in August was at or only slightly below the year-earlier level in all three areas. The largest gains over the year have been in residential building activity. In September, unemployment showed a small increase in Calgary contrasted by slight declines in Edmonton and Winnipeg.

**Fort William-Port Arthur** (major industrial) remained in Group 2. Employment declined in this area during the month whereas it usually increases at this time. Reduction in logging activities was one of the main reasons for the decline in employment; work force reductions, which began in August, continued in September. Logging employment during the three weeks of the month was, on the average, more than 30 per cent lower than in the corresponding period a year ago. There were further staff reductions at Canadian Car and Foundry and at Port Arthur shipbuilding plants as current contracts neared completion.

### PACIFIC

Employment dropped by about 11,000 to 522,000 in September, a slightly smaller decline than usual for this time of the year. The gap between this year and last year narrowed and at mid-September was only 9,000 below that of a year ago. Unemployment fell moderately during the month but remained considerably higher than a year earlier.

The basic demand for labour, which has been improving slightly for some months, was given a further boost by improved logging weather and the settlement of two major industrial disputes. One of these, in the construction industry, had been in progress for four months and was largely responsible for the fact that employment in the industry was down by one-third from last year, in spite of a two-thirds increase in the number of new houses



fabrication, woodworking and sheet metal firms. Weaknesses in some parts of manufacturing persisted, however. Shipbuilding employment continued to decline as government defence orders neared completion. Employment in the iron and steel products group as a whole was sharply lower than last year in spite of the beneficial effects of the recovery in construction and logging. In non-ferrous metal production employment was about 15 per cent lower than last year.

Mining employment in August was 20 per cent lower than a year earlier. There was little apparent change in September although a further reduction in some operations was expected as a result of recent reductions on the export of lead and zinc to the United States.

Unemployment declined moderately in the region, a particularly sharp drop occurring in Central Vancouver Island as logging camps were reopened. The classification of 11 labour market areas<sup>1</sup> was as follows (last year's figures in brackets): in moderate surplus 6 (2); in balance 5 (9).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 2. Employment in all major industries except sawmilling was down in August from a year earlier. During September the back-to-work movement in construction and logging caused a moderate reduction in unemployment. A season of high earnings for fishermen and cannery staffs came to a close. The sockeye salmon pack amounted to a new record of more than a million cases, and is reported to be already sold, leaving no carry-over to create difficulties next year.

**Central Vancouver Island** (minor) was reclassified from Group 1 to Group 2. The lifting of fire-season restrictions allowed thousands to return to work in logging and construction. Unemployment dropped to its lowest level in 10 months.

**Prince Rupert** (minor) was reclassified from Group 3 to Group 2. Unemployment increased seasonally at the end of the fishing season. Logging and sawmilling at interior points were retarded by wet weather.

<sup>1</sup> One area (Kitimat, B.C.) was added to the survey this month.

## NOTES OF CURRENT INTEREST

### **Housing Important Source Of Jobs, Minister Says**

Housing was of great importance not only in providing homes for Canadians but also in providing jobs, particularly during the winter, Labour Minister Starr said in an address September 8 marking the opening of National Home Week.

Speaking to the Home Builders' Association of Ottawa, Mr. Starr stressed the necessity of carrying much of the home-building industry's activity over into the winter months.

#### **Employment for 375,000**

The 1958 program in Canada, he said, would provide employment directly or indirectly for 375,000 men. He noted that "the estimated labour content for a new home was six months work for two men on site and three men off site," or, in another way, "three months work for four men on site and six off".

It was also estimated, the Minister said, that a family moving into a new home spent \$1,500 for furnishings and other equipment. "Again more work," he added.

The Government's home-building target for the year was 150,000 units, Mr. Starr pointed out. By the end of July, 88,000 units had been started—an increase of 43 per cent from the comparable period last year. Completions by July 31 totalled 67,000 as against 59,000 at the same date in 1957. The number of completed but unsold homes was lower than last year.

Concerning the Government's contribution towards an increase in home construction, Mr. Starr said that loans through Central Mortgage and Housing had totalled \$386 million in the 12 months "since the original lending program was announced".

This new spending power had been "reflected in a greatly increased activity among the banks and lending institutions," he stated.

Government spending, the Minister said, was being aimed at lower-income homes, and this had "liberated a segment of the housing market that had been relatively stagnant".

Recommendations on housing put forward at the Winter Employment Conference, held in Ottawa last July, were being considered by the Government, the Minister said.

### **July Housing Starts Up 13 Per Cent over 1957**

Housing starts rose 13 per cent in July to 15,300 units from 13,512 a year earlier, the Dominion Bureau of Statistics reports. Completions rose almost 11 per cent to 9,660 units from 8,710. Units in various stages of construction at July 31 increased more than 28 per cent to 92,169 from 71,827 a year ago.

During the first seven months of this year, starts and completions of new dwelling units reached postwar peaks, exceeding the previous high reached in 1956.

Starts in the January-July period this year numbered 88,177, compared with 62,359 in the same period of 1957; completions numbered 67,968 compared with 59,145.

According to the U.S. Bureau of Labor Statistics, non-farm housing starts totalled 111,000 in July of this year. The decline of 4,000 units from June was less than usual, and the July 1958 total exceeded the 1957 figure by 13,000 units, or nearly 14 per cent.

### **Canada Will Increase Aid to Colombo Plan**

Speaking to delegates to the Commonwealth Conference on Trade and Economic Affairs in Montreal last month, Prime Minister Diefenbaker said that Canada will substantially increase its economic aid to underdeveloped countries.

Other sources indicated that the increase might be as much as 50 per cent. In the eight years that the Colombo Plan has existed, Canada has contributed \$200,000,000. It was believed that Canada's contribution increase would be contingent upon increased contributions to the plan from other Commonwealth countries.

#### **1,000th Trainee Arrives**

The 1,000th Colombo Plan trainee to receive technical training in Canada, Mohammed Saeed, of Pakistan, arrived in Ottawa September 29. A graduate in mechanical engineering, he will spend about six months in Canada studying design, construction and operation of gas transmission lines.



## **Two Union Groups Urge Abolition of Moonlighting**

The practice of "moonlighting" was condemned and its abolition recommended by two different labour groups at separate meetings during the past month.

The 125-member Canada Council of the United Automobile Workers (CLC), meeting at Port Elgin, Ont., unanimously approved a resolution condemning moonlighting.

"This is one area where a union can legitimately co-operate with management," a UAW spokesman said. "Any worker holding two jobs ought to be made to choose which one he wants to keep".

At the monthly meeting of the Fort William-Port Arthur and District Labour Council a resolution was passed urging that affiliates of the Council be circularized, urging them to curb "moonlighting" among their members as a means of spreading available work among more people.

The Council also called for a meeting with Unemployment Insurance Commission officials at the local level to see if a program could be drawn up to deal effectively with the "moonlighting" problem.

## **Coal Mine Labour Shows Greatest Cost Increase**

The annual survey of Canadian coal mines operating costs and revenues for 1957 shows that the greatest increases in costs were registered by labour, maintenance repairs and supplies and distribution.

Operating costs for the industry as a whole increased 56 cents or 8 per cent to a total of \$7.54 per ton.

Labour costs per net ton of marketable coal produced, for Canada as a whole, made up 45.7 per cent of total costs. Maintenance, repairs and supplies accounted for 16.1 per cent of total costs.

### **Sales Revenue Drops**

Revenue from coal sales at \$7.06 per ton was a decrease of 10 cents or 1.4 per cent. The loss on the actual production and sales of coal before miscellaneous income and stock adjustments amounted to 48 cents per ton compared with 18 cents profit in the previous year.

For the year, the industry realized a profit of 16 cents per net ton on its combined underground and stripping operations, a decrease of 4 cents per ton from the average profit for 1956.

Total expenditure for the industry as a whole for labour and workmen's compensation was \$47,145,000, an average of \$3.63,

an increase of 20 cents, per ton. Maintenance, repairs and supplies at \$1.21 per ton increased 16 cents, the total expenditures for 1957 being \$15,771,000.

Increases per man-day production were reported for four areas, ranging as follows: Alberta Mountain, 18.6 per cent; Nova Scotia and New Brunswick, 9.4 per cent; Alberta Domestic (underground), 4.4 per cent.

Decreases were reported for three areas, as follows: Saskatchewan, 6.7 per cent; British Columbia and Yukon, 1 per cent; Alberta Domestic (stripping), 0.5 per cent.

The industry as a whole showed a 5.3-per cent increase in per man-day production.

## **Farm Cash Income Sets Record for Half-Year**

Cash returns to Canadian farmers from the sale of farm products were estimated by the Dominion Bureau of Statistics at a record \$1.3 billion in the first six months of this year.

This was about 9 per cent higher than the estimate of \$1.2 billion for the like period in 1957.

The increase in farm income compared with a year earlier can be attributed in the main to the sale of live stock and animal products; returns from field crops were slightly lower.

## **Plan 3rd Annual Session On Man and Industry**

The third annual session of the Round Table on Man and Industry, a conference arranged by the School of Social Work of the University of Toronto, will be held November 2 to 7. The second session was held last November (L.G., Dec. 1957, p. 1326).

Three major issues will be considered at the meeting: community planning and organization, community relations and participation, and personal satisfactions.

In connection with the first, the meeting will deal with the adequacy of the agencies that determine present and future use of land to ensure an appropriate distribution of land among industrial, commercial and residential users; with the adequacy of agencies that determine the supply of and demand for housing to ensure a sufficient supply of housing, especially for the lower groups; and with the adequacy of all levels of government to ensure the adaptability of the Canadian people to the impact of industrialization.

Under "community relations and participation" the meeting will discuss whether the disappearance of traditional, relatively static communities has left a gap in personal and community life, and if so, how it can be filled.

Under "personal satisfactions" the session will enquire into the inequalities of opportunity between the sexes, age groups, occupational groups, income groups and geographical groups.

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### **Canadian Credit Unions Increase Membership**

Canadian credit unions added 206,440 new members during 1957, bringing the total of 2,200,000, compared with some 2,000,000 at the end of 1956, according to the 1958 Credit Union Yearbook, recently released by the Credit Union National Association (CUNA).

Other figures show the same substantial growth during 1957, but also reflect a slower rate of increase than in preceding years.

Canada had 4,351 credit unions at year-end, compared with 4,275 at the end of 1956. Total assets of the unions stood at \$884,412,645 at the end of 1957.

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### **Drop Escalator Clause in New Brewery Contract**

The former cost-of-living escalator clause was dropped from the agreement signed last month between the International Union of Brewery and Soft Drink Workers and Brewers Warehousing Limited to end a seven-week strike in the Ontario brewing industry. The contract expires December 31, 1961.

A compromise was reached on a union demand that the beer distributing company discontinue the practice of employing outside trucking firms to make deliveries during busy periods. The company agreed, where possible, to hire unmanned trucks and call on idled members of the bargaining unit to drive them.

Other terms of the settlement include an immediate 6-cent hourly wage increase, a further 10 cents effective October 1, 1959, and another 12 cents October 1, 1960.

Employees who have worked at least 25 weeks in the preceding year will receive an additional one week of vacation during the winter months, after completing three years service, to help stabilize employment during the winter layoff period.

A \$5,000 life insurance policy, company paid, will be given to all company employees, in place of the \$3,000 previously in effect at most companies.

### **Ford-UAW Agreement May Set Industry Pattern**

The Ford Motor Company and the United Automobile Workers in Detroit on September 17 reached agreement on a three-year contract, after 98,000 employees had been on strike for six hours. It was the first agreement in this year's negotiations in the United States automobile industry.

The agreement provides for improved supplementary unemployment benefits, higher pensions, severance pay for workers permanently laid off, some improvements in other fringe benefits, and an increase of 8 cents in the base hourly rate of certain skilled trades employees.

The Ford settlement was expected to be followed by similar agreements with General Motors and Chrysler Corporation, and was also expected to give a lead for settlements in the automobile industry in Canada, where agreements with all three of the large manufacturers have expired and negotiations had been marking time waiting for the situation in the United States to become clearer.

The annual improvement factor remains at 2½ per cent a year, or 6 cents an hour, whichever is greater; the cost-of-living formula remains as before.

Improvements in the supplementary unemployment benefit plan include the following:

—Benefits will continue to be paid to keep take-home pay at 65 per cent of regular earnings after the fourth week of layoff, instead of being reduced to 60 per cent after the fourth week as has been the rule.

—Benefit will be paid to keep take-home pay at 65 per cent of regular earnings in a short work week in which an employee's earnings are too high to allow him to qualify for state unemployment compensation.

Lump sum payments to employees permanently laid off will range from 40 hours pay for a person with two years service to 1,200 hours pay for a person with 30 years or more of service.

Modest increases in retirement benefits are provided. For the purpose of computing years of credited service, 1,700 hours will be taken as constituting a year, instead of 1,800 hours as previously.

For the first time in the union's history, members of the United Automobile Workers at the "Big Three" plants in the United States had been working without a contract since the end of May, when the previous contracts expired.

## **U.S. Unemployment Drops To Year's Lowest Level**

Unemployment in the United States declined in August to its lowest point since January, while employment stood at its highest figure for the year after rising for six consecutive months, according to estimates issued jointly by the U.S. Departments of Commerce and Labor.

Unemployment at mid-August was estimated at 4,699,000, which was 600,000 less than in July but more than 2,000,000 above the total of August 1957. The seasonally adjusted rate of unemployment, however, reached the postwar peak of 7.6 per cent of the labour force attained during the coal strike in October 1949. This adjusted rate has remained fairly constant since spring.

Employment at mid-August was 65,367,000—200,000 higher than in July but still 1,000,000 below the July 1957 figure.

The number of persons drawing unemployment insurance dropped by 86,900 to 1,953,900 in the week ended September 13, the Department of Labor has reported. This was the smallest number since last December.

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Unemployment in Britain, after declining between mid-June and mid-July, rose to 446,000 by mid-August. This figure represents 2 per cent of the labour force, compared with an unemployment figure representing 1.2 per cent in August 1957.

At mid-July the unemployed numbered 412,000; at mid-June, 429,000.

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## **AFL-CIO Orders Affiliates To End Teamster Pacts**

Affiliates of the AFL-CIO have been warned to end any mutual aid pacts with the International Brotherhood of Teamsters, in a resolution adopted at the quarterly meeting of the AFL-CIO Executive Council. Expulsion is presumably the price of refusal.

The Council's order does not apply to co-operation with the Teamsters at the local level. Unionists will not be forbidden to observe Teamster picket lines or give other co-operation "within the framework of traditional union assistance".

The constitution of the AFL-CIO states that one of the guiding principles of the organization is "to protect the labour movement from any and all corrupt influences" and from undermining efforts of all who are opposed to basic principles of democracy as a way of life, both inside and outside of the trade union movement.

The constitution also expressly directs affiliates of the federation not to recognize any organization that has been suspended from or expelled from the Federation for violation of the constitution.

There are in existence alliances or agreements between nine AFL-CIO affiliates and the Teamsters. Proposals for agreements between the Teamsters and several other AFL-CIO affiliates are in various stages of negotiation.

Only this summer the International Longshoremen's Association and the National Maritime Union joined the Teamsters in a "conference on Transportation Unity" (L.G., Aug., p. 844). Joseph Curran, NMU President, cast the lone dissenting vote on the AFL-CIO Council's resolution.

### **Council's Statement**

The Councils statement says: "This Executive Council declares it to be the policy of the AFL-CIO that any alliance or agreement formal or informal between an affiliate of the AFL-CIO and the International Brotherhood of Teamsters be cancelled; further, that this above stated principle applies to any proposals for new alliances or agreements between the corrupt leadership of the International Brotherhood of Teamsters and any AFL-CIO affiliate."

A special convention of the International Brotherhood of Teamsters has been called for next February by President James R. Hoffa, despite objections by union monitors who say they will seek a court order to block it.

Mr. Hoffa says the convention is for the purpose of getting himself re-elected and thereby rid the union of the monitors' supervision under terms of a court order.

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## **Steelworkers Convention Votes to Expel "Rebels"**

The ninth constitutional biennial convention of the United Steelworkers, held in Atlantic City in September, crushed a rebel faction led by a man who polled more than half the number of votes obtained by President David McDonald in an election in February 1957.

The convention took steps to bring to trial and expel the "traitors," chief of whom was Donald C. Rarick, President McDonald's opponent in the 1957 election. Only two of the 3,500 delegates voted against the purge.

The convention served notice that the Steelworkers would insist on "substantial" improvements in wages, hours, and other main contract provisions in its negotiations with the steel industry next year.



President McDonald and other leaders warned the delegates that the winning of their demands might involve a long strike. Spokesmen said that the union was determined to obtain a reduction in the present basic eight-hour day and 40-hour week.

The convention unanimously approved an investigation into the practicability of establishing through collective bargaining a complete health plan for union members and their families. The industry would be asked to pay the entire cost of the scheme, estimated at \$100,000,000.

The union pledged full support to 7,500 of its members then engaged in a strike against the Steel Co. of Canada in Hamilton.

Hon. Michael Starr, Minister of Labour for Canada, was one of the speakers at the convention. The Minister outlined the steps the Government had taken to deal with unemployment in general and winter unemployment in particular, and the measures it had taken to mitigate the hardships of unemployment on those affected by it.

#### **Harmful Effects**

He pointed out the harmful effects of strikes on employment. A strike in a big, basic industry, he said, tended to give rise to a "whole series of layoffs...in smaller, subsidiary industries, so that you end up with a chain reaction in unemployment".

"The right to strike is not one which can be lightly interfered with," the Minister said. "However, the danger is that recurrent crises in the field of essential public operations will continue to build pressure for more and more government intervention," he warned.

He urged Management and Labour to show more flexibility, more tolerance and more regard for mutual interest, rather than the things which divide them so that they might be able to avoid or minimize this danger.

#### **IUE to Redouble Efforts To "Demolish" Rival UE**

A resolution calling for redoubled efforts to "demolish" the United Electrical, Radio and Machine Workers of America was unanimously adopted by the eighth convention of the International Union of Electrical, Radio and Machine Workers in Philadelphia last month.

The resolution also called for an all-out organizing effort in Canada, the South, the Midwest, the West Coast, and Puerto Rico.

The IUE, now the biggest union in the industry, was chartered by the CIO in 1949, after the United Electrical Workers had been expelled from the Congress. The

membership of UE has dropped from 450,000 in 1949 to about 50,000. The IUE now claims 365,000 members. In Canada, UE has 24,000 members; the IUE, 16,000.

A constitutional change on strike procedure was adopted by the convention. If endorsed by the membership, the constitution will be changed to let conference boards determine what majority will be required to authorize a walkout. At present, strikes cannot be called unless approved by a vote of delegates representing two-thirds of the members employed by a company.

James B. Carey was re-elected President and Al Hartnett, Secretary-Treasurer; both have held those positions since the union's founding. Mr. Carey's salary was raised \$3,000 to \$25,500 a year and Mr. Hartnett's \$4,000 to \$22,500.

#### **New Bakery Union Adopts Constitution**

Provisions of a constitution were approved by 300 delegates attending the first constitutional convention of American Bakery and Confectionery Workers International Union (AFL-CIO) in Atlantic City last month.

The new union represents 177,000 workers, more than half of the membership of the old Bakery and Confectionery Workers' International Union that was expelled from the AFL-CIO after its top officers, headed by James Cross, had defined a mandate to clean up the union.

The constitution of the new union is designed to prevent abuses recently disclosed in some U.S. unions, and provides that the 18-member general executive board, governing body between conventions, must always have a majority divorced from any financial connection with the international. Conventions will be held every four years.

The union will have a paid president, secretary-treasurer and five regional vice presidents. In addition, each of the union's five regions will elect two general executive board members, who will receive no salary from the international.

#### **Printers Will Demand 30-Hour Work Week**

At its centennial convention in San Francisco, the International Typographical Union called for a 30-hour work week for printers. Locals will be instructed to seek the shorter hours at bargaining tables.

## **Newspaper Guild Sets Goal of 50,000 Members**

The American Newspaper Guild, whose membership now stands at 30,500, at its annual convention in San Jose, Cal., set itself a goal of 50,000 members and adopted a program designed to assure adequate defence funds.

The convention also:

—Approved an increase from 25 to 30 cents, effective next January 1, in the defence fund portion of the monthly per capita payment to the international.

—Ordered all locals to earmark 5 per cent of dues revenues, beginning next year, for local defence funds.

—Applied minimum dues standards to all locals.

—Endorsed the AFL-CIO Ethical Practices Code and adopted constitutional revisions to meet the letter of the code.

—Pledged an all-out assault on "right-to-work" legislation and voted \$10,000 to support the drive.

—Expressed support of recent U.S. legislation that rejects the claim by federal departments "of blanket authority to restrict the public's right of access to public records and documents".

## **UMW Condemns Sale Of Ships to Cubans**

A resolution condemning the sale of Canadian National Steamships vessels to a Cuban firm "to break a strike by Canadian seamen" was strongly endorsed by delegates to the 27th convention of District 26, United Mine Workers of America, held in Truro, N.S., in September.

A resolution urging the convention to "take the necessary steps to become affiliated with the Canadian Labour Congress" was referred back to the resolutions committee, which earlier had recommended rejection of the motion.

The federal Government was asked in another resolution to nominate an employee representative to the Dominion Coal Board.

In other resolutions the UMW group sought to establish \$14 a day as basic pay, to replace the \$11.54 now prevailing; get a 40-hour work week in the coal industry; obtain a three-way pension plan; have removed the over-40 employment ban; get payment for eight statutory holidays instead of four, and longer vacations-with-pay periods.

In an address to the delegates, Rev. Andrew Hogan of St. Francis Xavier University urged establishment of a vocational training school in the Cape Breton area,

and warned in his remarks that Labour should be on guard against increasing propaganda to the effect that Labour is to blame for the current recession.

## **AFL-CIO Signs Agreement With Organizers' Union**

The AFL-CIO has reached an agreement with the union of its organizers, the Field Representatives Federation.

The agreement provides for pay raises from \$130 to \$140 per week, retroactive to July 7; a union shop, severance pay of one week's salary for each year of service, and other improvements. However, nothing is provided for 100 organizers who were discharged last January (L.G., Feb., p. 165), except a nominal agreement to review discharges on the request of workers.

Another provision of the agreement is that the final step in settling any disputes over interpreting the contract will be a binding decision by two members of the AFL-CIO Executive Council appointed by President George Meany.

John Collins was elected President of the union; Leon De Broux, Vice President; and Robert Graham, Secretary-Treasurer.

## **Gross National Product Shows Moderate Gain**

The value of Canada's total output of goods and services, after seasonal adjustment, showed a moderate gain between the first and second quarters of 1958, following the weakness that had developed earlier, according to the Dominion Bureau of Statistics.

In value terms, production of goods and services in the non-farm sector rose by about 1 per cent. It is estimated that the greater part of this value increase reflects a further rise in final product prices, so that the volume of output showed little change.

During the first six months of 1958 wages and salaries amounted to \$16.1 billion compared with \$15.7 billion in the same period in 1957, an increase of 2.7 per cent. Corporation profits before taxes in the same period totalled \$2.3 billion, a decrease of 14.8 per cent from the total of \$2.7 billion during the same six-month period of 1957.

The number of unemployed in Britain rose 30,000 between August 11 and September 15 to 476,000, the highest since May 1952. The figure represented 2.2 per cent of the working population; a year earlier, 1.2 per cent were unemployed.

## **CBRE Changes Name On 50th Anniversary**

Criticism of the federal Government's "hold-the-line" policy on wages, a three-point expansion program, an increase in union dues for its members and affiliation of the CCF Party and the Canadian Labour Congress were major subjects dealt with at the 50th anniversary convention of the Canadian Brotherhood of Railway Employees and Other Transport Workers, held in Vancouver in September.

A change in the name of the union to the Canadian Brotherhood of Railway, Transport and General Workers was approved by the more than 400 delegates.

CBRE President William J. Smith said that the country's present labour troubles are largely due to the wage policies urged by the Government. He noted that the Government asserts that it takes the same tough line with business that it takes with Labour, but he disputed that claim.

### **"Meaningless Claim"**

This is a meaningless claim, he contended, since the Government does have at its disposal a means of obstructing Labour—the conciliation process—while in the vast majority of industries it has nothing whatever to say about prices.

"What sounds fair and equal in theory," said Mr. Smith, "is in practice a completely one-sided affair."

Mr. Smith felt that the only discernible effect of the policy "has been a worsening of labour-management relations to the point where there is now more serious labour trouble than at any time since the war."

The delegates approved a three-point program of expansion providing for:

—Aggressive organizing in the road transport field previously dominated by the Teamsters' union;

—Creation of a "home" for thousands of members of national and local unions of general workers;

—A campaign to enrol unorganized groups of general workers.

The convention voted to increase dues to \$3 per month from the present \$2, primarily to finance the planned expansion of the organization beyond the transport field.

A. R. Mosher, first President of the CBRE and now an Honorary President of the CLC, called on all trade unionists to support the CCF-CLC political alignment. He believed it was time that Labour took a hand in politics, since in the past it has been a case of Labour going to the polls to "vote for representatives of Management to go to Parliament to make the

rules under which labour-management negotiations are carried on".

Considering unemployment in the country, the convention expressed fear over the effects of automation on industry, and urged the federal Government to fight it on all fronts.

Addressing the convention, CLC President Claude Jodoin stated that the union movement will fight for its rights come what may. He noted that while Canadian Labour was ready to co-operate internationally, "we do not need any outsiders to tell organized labour what it has to do".

Donald MacDonald, CLC Secretary-Treasurer, told the convention that anti-labour forces are at work in Canada and that there was no room for complacency in this regard.

Labour Minister Starr cautioned Labour and Management to hold down industrial disputes, so as not to add to Canada's unemployment. "When we are on the high road to economic recovery it is no time for reckless driving by either side," he said.

Mr. Starr told the delegates he believes "we have worked our way out of the worst of the slump and are on our way back".

He thought unemployment in Canada this winter might be as bad as last but, he assured the convention, "every measure will be taken to deal with the situation as it develops".

William J. Smith was unanimously re-elected President. Elroy Robson was re-elected Vice President over contenders Alex Porter of Toronto and Bob Smeal of Victoria, B.C. Don Secord was unanimously re-elected Secretary-Treasurer.

## **Canadian AGMA Members Join with Actors Equity**

Canadian members of American Guild of Musical Artists, an affiliate of Associated Actors and Artists of America (AFL-CIO-CLC), have merged with Actors Equity Association (AFL-CIO) following a year of negotiations.

The merger brings Equity strength in Canada to 800 members. Affected are the National Ballet and the Opera Festival Association of Toronto.

The merger means one less union card for performers to carry and one less set of dues and initiation fees to pay.

During July, 1,611 accident claims were received from persons in the employ of the federal Government, compared with 1,427 for July 1957, the Government Employees Compensation Branch has announced.



## **Urges Government Body To Deal with Automation**

A national plan and a special government commission to deal with automation was recommended last month by a Montreal lawyer, Philip Cutler, in an address to the 40th annual meeting of the Canadian Bar Association.

Automation will soon be revolutionizing the Canadian way of life, he said.

"Only a comprehensive plan worked out by representatives of management and labour, sitting with government and public bodies, can make automation work for society," he suggested.

While automation brings with it the possibility of strife, hardship and uncertainty, dislocation, over-abundance and want, it also "has all the ingredients for a life of plenty, increased production, increased services and greater leisure," he said.

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## **May Commodity Imports 12.5 Per Cent Below Peak**

Canada's commodity imports in May were valued at \$485,100,000, a decline of 12.5 per cent from the all-time high for any month, \$554,100,000, recorded in May last year, the Dominion Bureau of Statistics reported last month.

Total for the January-May period was \$2,123,700,000, down 13.6 per cent from last year's five-month peak of \$2,450,600,000.

Among major commodities there were lower values in May and the five months for industrial machinery, pipes, tubes and fittings, rolling-mill products, cotton and wool products, rubber products and coal, but increased values for fruits and aircraft and parts.

Values were lower in the month but higher in the cumulative period for vegetables, sugar and products, and paper.

## **Immigration in 1st Half Down Sharply from 1957**

Immigration to Canada showed a marked decline for the first six months of this year: 67,744 new arrivals compared with 182,416 for the same period in 1957.

However, during the second quarter of 1958, a total of 46,501 immigrants entered Canada, an increase of 25,258 over the total during the year's first three months, according to the Department of Citizenship and Immigration.

There was a sharp year-to-year drop in the number of immigrants from most countries. Immigrants from the United States increased in the six-month period to 4,700 from 4,532.

Of the 67,744 immigrants who arrived in the first six months this year, 35,742 were destined to the labour force; the occupational group of 10,806 of the newcomers was "manufacturing, mechanical and construction"; of 5,952, service; of 5,011, labourer; of 4,107, clerical; of 3,544, professional; of 3,076, agricultural; and of 1,289 commercial.

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## **Gain Dental Insurance In Collective Bargaining**

Non-profit dental insurance for its members has been obtained through collective bargaining with Helena Rubinstein Inc., by a New York local of the Oil, Chemical and Atomic Workers International Union.

Coverage will become effective November 1 through Group Health Dental Insurance, Inc., first non-profit dental plan in the United States. The plan provides that members may use their own dentist. Benefits are comprehensive and include the most frequently needed dental services.

The local's president said the agreement heralds a trend of collective bargaining for dental benefits to complete the health package.

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## **Items of Labour Interest in House of Commons**

**August 25**—Majority report of federal conciliation board in dispute between Canada's major railways and their non-operating employees has been accepted by unions, Hon. Michael Starr, Minister of Labour reports.

In the dispute between the British Columbia Shipping Federation and the 1,500 members of the International Longshoremen's and Warehousemen's Union, a federal conciliation officer was appointed on March 25; when he was unable to settle the dispute

a board was formed on April 15; its majority report was presented on July 25 and was rejected, Mr. Starr stated. The Government was still trying to effect a settlement.

Official report covering recommendations made to the Government at the National Winter Employment Conference would be available to the Government in a few days so that it could be studied carefully, the Minister of Labour announced.

*Second reading*, including partial clause-by-clause discussion, given Bill C-55, to be known in short form as the Broadcast Act. Purpose of the Bill is to establish an independent board of broadcast governors to regulate broadcasting in Canada and provide for continuance of the Canadian Broadcasting Corporation.

**August 26**—*Clause-by-clause* discussion of Bill C-55 completed. The Bill was given third reading and passed.

**August 28**—*Lower-cost homes* will be available through new plans prepared by Central Mortgage and Housing Corporation, the Minister of Public Works announces. The homes, if built in remote, sparsely populated areas, will cost about \$5,000; if built in small centres, about \$8,000.

*Final approval* given Bill C-56, to authorize construction of a bridge across Lubec Channel between the State of Maine and the province of New Brunswick.

**August 29**—*Time required* to review suggestions for amendments of the Industrial Relations and Disputes Investigation Act will be a governing factor in deciding when amending legislation will be introduced in the House, the Minister of Labour asserts. He noted that three national organizations had not yet submitted recommendations for amendments: Canadian Labour Congress, Railway Association and Canadian Construction Association.

*Proposed Bill of Rights* would be given first reading during the current session of Parliament and would then be carried over to the next session before final action was taken on it, the Prime Minister suggested. All parties agreed to this procedure.

**September 1**—*Labour Day* marked by tributes to Labour from House leaders of all parties.

*Saskatchewan River Dam Project* agreement, following lengthy discussion, given unanimous all-party approval. The agreement was signed July 25, the Prime Minister advised, in introducing the resolution and requesting its approval.

**September 2**—*Unemployment insurance benefits* are not available to persons concerned with a work stoppage arising out of a labour dispute, the Minister of Labour asserts. "...Whether a stoppage of work arising from a labour dispute is legal or illegal has no bearing on the payment of unemployment insurance. No consideration whatsoever is given to the merits or demerits of the matter in dispute..."

*Second reading* given Bill C-51, designed to prevent "dumping" by providing authority to value imported goods at a price that includes a reasonable profit.

**September 3**—*No federal funds* were paid to the province of Quebec on behalf of unemployable persons last year, since the province has not yet signed an agreement with the federal Government under the Unemployment Assistance Act.

*Government housing loans* to small builders, in certain cases, to be increased from 25 to 50 as a means of combatting unemployment this winter, Minister of Public Works announces. A builder must have used his first 25 loans, however, before obtaining further loans. If a builder has used 10 of his original 25 loans, he may obtain only 25 loans—not 40. But if a builder has used his first 25, he is now eligible for 25 more. The Minister hoped the plan would allow for 160,000 housing starts in 1958.

**September 4**—*Expenditures for advertising* to encourage winter employment will be on a per capita proportion of population in each region of the country, the Minister of Labour tells Commons.

*Summary in French* of the proceedings at the National Winter Employment Conference, held in Ottawa July 14 and 15, will be made available, the Minister of Labour says.

*Mediation in dispute* between the West Coast Steamships and the Seafarers' International Union and two other unions involved is being carried out by Eric Taylor, Labour Minister Starr reports. Matters in dispute have been reduced to four. In the matter of the longshoremen's strike, pensions were the chief issue, the Minister asserted, and he hoped that discussions on it would soon be resumed.

**September 5**—*Bill of Rights* to assure Canadians recognition and protection of human rights and fundamental freedoms, introduced in the House by Prime Minister, given first reading and, with approval of all parties, placed on the Order Paper for consideration at the next session.

*Bill No. C-51*, designed to eliminate dumping of foreign goods in Canada, given second reading after lengthy debate. During the debate the Prime Minister drew attention to favourable comments on the Bill made by leading officials of the textile unions and the United Automobile Workers. Bill given third reading and passed.

**September 6**—*First session* of 24th Parliament brought to close.

# Technological Change in the Household Appliance Industry

Continued trend towards mechanization, greater volume of production from individual plants seem probable, states newly published third report produced by research program on training of skilled manpower

A continued trend towards mechanization in the household appliance industry and a greater volume of production from individual plants in the industry seem probable, it is stated in a report on technological changes and skilled manpower in that industry just published by the Department of Labour.

The report\*, the third in the series being produced under the Department's Research Program on the Training of Skilled Manpower, was prepared by the Economics and Research Branch. The first two reports were: No. 1, *Progress Report* (summarized in the LABOUR GAZETTE, Aug. 1957, p. 940) and No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281).

The latest report is based on field work by Prof. William Bruce of McGill University and Prof. Jacques St. Laurent of Laval University.

The many different kinds of technological change proceed at different rates in different plants, largely because of the differing economic positions of the firms concerned, the report points out. The most important changes tend to be introduced by firms with a large volume of sales and access to large reserves of capital.

The other main conclusions of the study are:

—In recent years, while the physical volume of production has been increasing, the number of production workers employed by the plants included in the present survey has been decreasing. Output per employee has been increasing as a result of technological changes.

—Few employees have been laid off as a direct result of technological changes. However, when layoffs occur during periods of business recession, it seems possible that they may be due in part to earlier technological changes, rather than due entirely to market conditions.

—Employers in most cases have planned the introduction of technological changes in such a way as to minimize the displacement of employees. It is desirable to continue this policy, and to provide for the retraining of displaced employees when this is required to fit them for other jobs.

—The proportion of manpower employed in direct production tends to be reduced by technological change, relatively to the proportion employed in such functions as engineering, quality control, maintenance, and tool-making. These latter functions require a much higher percentage of skilled and highly skilled manpower than direct production. The relative demand for skilled and highly skilled manpower is therefore increasing.

—In such functions as maintenance, the level of skill required is rising, chiefly because of the need for more theoretical knowledge of such subjects as electronics, hydraulics, or metallurgy.

—The volume of engineering work done in Canadian plants is increasing, in spite of the widespread use of imported designs.

—The mechanization of office work has been proceeding perhaps still more rapidly than that of production. However, this has been accompanied by a rapid increase in the volume of office work, and in the variety of data required by management, and the rapidity with which it is processed. Total office employment has been increasing in the plants surveyed, unlike production employment.

—In several fields, including engineering, maintenance, quality control, office work, and others, there is an increasing demand for workers trained to higher levels than in the past. There is especially a demand for more intensive training in such abstract fields as mathematics, physics, chemistry, metallurgy, electronics, or hydraulics. This fact is important in the planning of future vocational training.

The household appliance industry was chosen for study, the report says, first because it is a highly mechanized mass-production industry in which technological improvements are likely to occur frequently,

\**Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry.*



and secondly because the volume of production is "reasonably measurable" because it consists of a few products produced in large numbers. Nine leading plants in the industry in Ontario and Quebec were visited (more than 90 per cent of the industry is situated in these two provinces).

### Changes in Production and Employment

Statistics for six of the nine plants included in the survey show that during the years 1949 to 1957, while there was on the whole a substantial upward trend in production, the number of workers employed decreased slightly. The number of supervisory and office employees, however, rose during this period from 22 per cent of total employment in 1949-51 to 32 per cent in 1955-57, though this increase was not quite enough to counterbalance the drop in the number of production workers.

### Types of Technological Change and Effects

The report mentions four main types of technological change: the introduction of new products or more complicated products, changes in production processes, changes in materials, and changes in organization within the plant.

Changes in production methods usually require the investment of capital. The rapidity of these changes varies from one plant to another, depending on the firm's ability to finance the changes, as well as other economic factors.

Changes in the kind of materials used, such as the use of plastics instead of metals, may lead to a saving of labour in production. The introduction of improved machines may have the same result. Such machines usually require fewer operators for a given volume of output. The operators may not require more skill than those of the old machines, but they may have more responsibility.

Since the more highly automatic machines are likely to turn out a more uniform product the work of inspection may be reduced. However, the inspectors who remain may need to have more skill.

### Displacement of Manpower

The survey uncovered a considerable number of examples of the displacement of workers by technological change in the nine plants visited. The total effect of such changes on employment during the nine-year period covered is shown in one of the tables in the report.

"It is impossible", the report notes, "when employment decreases substantially, as it did, for example, between 1953 and 1954,

to estimate how much of the decrease is due to technological changes and how much to a decline in sales... Moreover, the difficulty of distinguishing technological unemployment from cyclical unemployment may be increased by a lag in the manpower effects of technological change."

It is also pointed out that technological changes in a plant in one industry may have effects on employment, either favourable or unfavourable, in other industries or in other plants in the same industry.

As to the effects on the workers directly displaced by technological changes, the report says: "However, a gradual reduction in the number of jobs available in a plant, due to technological progress, does not necessarily result in heavy layoffs. The normal turnover of employees may be great enough to enable this reduction to be made merely by not hiring replacements for those who leave, without any actual layoffs of employees. This means, of course, that some people who would under former conditions have obtained jobs in this particular plant are now no longer able to do so. The impact of displacement is thus passed on from the actual employees of the plant to this anonymous group outside, which may consist of young people entering the labour force, of those currently unemployed from other causes, or of older people or others who are marginal members of the labour force.

"These people who are indirectly affected by displacement will not feel the impact at all, if the economy is growing and employment in general is expanding rapidly. At such a time, the impact of displacement may be dissipated without perceptibly affecting anybody. In actual fact, during the last decade, the rapid growth of the Canadian economy has both encouraged technological change and made its effects easier to absorb."

### Demand for Different Types of Manpower

"One broad result of technological changes appears to be a decrease in the demand for manpower for direct production processes—machine operators, for example—relatively to the demand for indirect plant labour, i.e., workers in maintenance, the toolroom, engineering. Such a trend is likely to mean a relative increase in the demand for skilled workers..."

One of the tables in the report shows that while only 2 per cent of production workers in eight plants surveyed were classed as highly skilled and 11 per cent as skilled, 19 per cent of maintenance workers were highly skilled and 48 per cent

skilled, and among toolroom workers 40 per cent were highly skilled and 50 per cent skilled.

Regarding the effect of technological changes on the degree of skill required of production workers the report says:

Do technological changes result in changes in the type of worker required on the production line? Do the new, more complex machines require more highly skilled operators? In this respect the effects are varied. Examples can be found in which the new process requires a higher level of skill than the old. On the other hand, it is stated by some managers that the average level of skill required of production workers is decreasing as processes become more automatic.

It appears dangerous to generalize on this point. However, whether or not a higher level of skill is required, the demands on the worker may increase in other ways. The newer processes of production have a higher output per hour, and the rhythm is usually less flexible. Each worker supervises an increased quantity of equipment. The cost of a single mistake is therefore likely to be greatly increased. The worker may therefore be required to show greater alertness and a greater sense of responsibility.

With regard to the effect of progress on the demand for professional engineers, although the report mentions certain conflicting tendencies, it states:

In comparison with some other industries, relatively few graduate engineers are employed in the household appliance industry... However, as a result of technological advances and of some of the other trends which have been mentioned, it seems probable that requirements for engineering personnel will increase in the industry more rapidly than the total number of employees. This

means an increasing demand, not only for engineers, but also for highly skilled engineering assistants, for draftsmen, and for various other types of highly trained manpower, such as model makers or process planners.

The report adds that the level of skill required of maintenance workers is rising because of the increasing complexity of equipment. In addition to electricians there is now a demand for electronic technicians. In addition to plumbers and steamfitters, men are required who understand hydraulic and pneumatic systems. Maintenance welders must be able to deal with a greater variety of metals and with new techniques.

It seems likely, according to the report, that changes in the industry are bringing about an increase in the proportion of total plant labour employed in toolrooms, of which, as already mentioned, about 90 per cent was found to be skilled or highly skilled.

"There appears to be a gradual tendency towards the employment of somewhat fewer but somewhat more skilled inspectors, for a given level of output," the survey found.

The introduction of electrically-controlled calculating and other machinery into plant offices has resulted in only small reductions, and sometimes no reduction, in office staff, the report states. However, "without the machines... there would probably have been a much greater increase in employment for office workers, but the work would have been done less efficiently."

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## 1958 Research Grants Announced

Four universities receive grants under Labour Department-University Research Program for studies in labour-management relations field by faculty members or graduates, bringing to 33 number of grants made

Research grants to four Canadian universities have been authorized under the Labour Department-University Research Program. Such grants, for research in the field of labour-management relations, are made by the Department of Labour each spring under the joint research program with the country's universities.

The four universities that received grants this year were: McGill University, University of Ottawa, University of British Columbia, and University of Alberta.

The projects approved under the program, which were proposed by members of the staff or graduate students of the four universities, and the persons who will undertake them, are:

1. A study of the effect of technological change on union-management relations (with reference to the dieselization of the Canadian railways), by T. D. Williams, graduate student, McGill University.
2. A study on labour-management relations in metal mining industries of the Noranda area, by Prof. Jean Mehling of the Faculty of Social, Economic and Political Sciences, University of Ottawa.
3. A study of arbitration in the settlement of disputes between teachers' organizations and school boards in British Columbia, by R. K. Davies, graduate student at the University of British Columbia.

4. A study of labour arbitration in British Columbia, by J. S. Dietrich, law student at the University of British Columbia.

An additional grant has also been approved for the completion of a study undertaken last summer on the experience with the supervised strike vote in Alberta and British Columbia, by Prof. F. R. Anton of the Economics Department, University of Alberta.

The five grants authorized this year bring to 33 the number of studies that have been supported under the program. To date, 17 studies have been completed and forwarded to the joint Labour Department-University Research Committee, on whose recommendations the grants are paid.

The studies for which grants were authorized in 1956 were listed in the July 1956 LABOUR GAZETTE, page 834. The studies for which grants were authorized in 1957 were:

"The Juridical Extension of Collective Agreements in the Quebec Building Industry," by the Rev. Gerard Hebert, S.J., McGill University.

"Labour Relations in the Canadian Basic Steel Industry," by A. M. Kruger, University of Toronto.

"The Supervised Strike Vote in Alberta and British Columbia," by Prof. F. R. Anton, University of Alberta.

Studies for which grants were authorized during the period 1951 to 1953 inclusive

and for the years 1954 and 1955 were respectively listed in the April 1954 (page 540) and in the July 1956 (page 834) LABOUR GAZETTE.

Several studies supported by the program have been published as books:

R. C. Pratt and S. J. Frankel, *Municipal Labour Relations in Canada*, Industrial Relations Centre, McGill University, 1954, 87 pp.

H. A. Logan, *State Intervention and Assistance in Collective Bargaining*, University of Toronto Press, 1956, 176 pp.

A. W. R. Carrothers, *The Labour Injunction in British Columbia*, CCH (Canadian) Limited, 1956, 176 pp.

C. H. Curtis, *Labour Arbitration Procedures*, Department of Industrial Relations, Queen's University, 1957, 90 pp.

M. Bouchard, *Théorie du salaire et conventions collectives*, Faculté des sciences sociales, économiques et politiques, Université de Montréal, 1957, 329 pp.

Summaries of the first four books have been published in the LABOUR GAZETTE; 1954, p. 1274; 1956, p. 1239 and p. 1502; 1957, p. 540. A summary of the fifth book will appear in a later issue.

Also, a volume edited by Prof. H. D. Woods of McGill, composed of five of the studies dealing with the settlement of industrial disputes in various industries, is now in the process of publication.

The demand for construction workers appeared to be increasing in most areas of Canada at the beginning of last month, according to the monthly employment summaries prepared by the regional offices of the National Employment Service.

There were shortages of skilled construction workers in the Quebec, Ontario and Prairie regions and a shortage appeared to be developing in the Atlantic region. In the Pacific region, however, large surpluses of such workers were available.

In Quebec these shortages, as before, were being overcome by the transfer of workers from surplus areas.

In the Maritimes, work on highways was employing a large number of construction workers but the use of heavy machinery was reported to be cutting into the need for manpower.

The Pacific region reported that all employment offices there had a labour surplus, with a broad range of skills and occupations, and that any demand could be met without difficulty.

Employment in manufacturing was generally good, except in the Atlantic and Pacific regions.

In Nova Scotia's steel manufacturing and transportation equipment manufacturing employment had dropped, and in Vancouver machine shops and engineering establishments were operating below usual capacity. Sheet metal shops in British Columbia were still affected by labour disputes in the construction industry and, as a result, a large number of experienced tradesmen remained unemployed.

Domestics, waitresses, cooks, nurses and qualified stenographers were in short supply across the country. Laundry and dry cleaning employees were needed in all regions except the Atlantic, and experienced bookkeepers were needed in the Halifax area.

Most regions indicated an unfavourable job situation for youths. The Quebec region reported a 50-per-cent drop in job vacancies for youths, and in Ontario, unemployment was thought to have encouraged many young persons to return to school.



# McGill University's 10th Annual Industrial Relations Conference

On general theme, "Labour Relations—Retrospect and Prospect," five speakers discuss major issues in union-management relations, legal problems of arbitration, and labour relations in the past and future

"Labour Relations Trends—Retrospect and Prospect" formed the theme of the 10th industrial relations conference at McGill University September 11 and 12. The conference, which marked the tenth anniversary of the founding of the University's Industrial Relations Centre, was attended by some 215 delegates representing business concerns, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

The conference was addressed by six speakers. They, and the titles of their addresses, were: Prof. H. D. Woods, Director of the Industrial Relations Centre, "Major Issues in Union-Management Relations" (paper prepared in collaboration with Adam Bromke, Department of Economics and Political Science, McGill); Bora Laskin, Professor of Law at the University of Toronto, "Some Legal Problems of Arbitration"; William J. Smith, National President, Canadian Brotherhood of Railway Employees and Other Transport Workers, "Retrospect and Prospect in Labour Relations"; and Edward Benson, Industrial Relations Manager, Consolidated Mining and Smelting Company, "Business and Labour Relations, Past and Future".

Frederick Harbison, Director of the Industrial Relations Section and Professor of Economics, Princeton University, was the speaker at the conference dinner. He spoke on "Industrial Relations in the United States—Past and Future".

Robert Cox, Chief of the Special Research and Reports Division of the International Labour Office, who acted as chairman at the panel discussion that closed the conference, spoke briefly on "Some International Aspects of Labour Relations".

The panel consisted of the principal speakers at the conference, with the exception of Prof. Harbison, who was unable to remain for the discussion. William Smith also left early without taking part.

## Prof. H.D. Woods

State intervention, with its provision for certification of bargaining units and its compulsion on the parties to bargain in

good faith with the object of reaching agreement in a written contract, may have introduced elements of rigidity that create new problems in labour relations, said Prof. H. D. Woods, Director of the Industrial Relations Centre, in the opening address of the conference. He was presenting a paper prepared in conjunction with Adam Bromke, research assistant in the Centre.

He mentioned the following "elements of rigidity":

—The establishment of a bargaining unit is accompanied by a series of vested interests in the *status quo*; but changes in the economy may call for alteration of the unit.

—Minority rights may be injured by the establishment of a monopoly right to bargain collectively.

—The elimination by law of the organizational strike may play into the hands of an anti-union employer, and delay or prevent collective bargaining from taking place.

—The legal compulsion to arrive at a written contract has diverted attention from more flexible methods of adjustment and "encouraged excessive legalism in labour relations. It appears to have discouraged initiative in working out experiments in joint machinery and tended to pour all collective bargaining into a common mould."

Prof. Woods said that "the contract concept of the agreement has had a great deal to do with the introduction of the annual crisis and had probably encouraged the parties to adopt a military as well as a militant attitude towards industrial relations."

Most labour relations acts, the speaker said, provide for compulsory intervention in the settlement of disputes that arise during the life of an agreement; but this has not been entirely successful in preventing strikes and lockouts during that period. A quarter of the strikes that occurred in Canada during 1956 had taken place during the life of an agreement, in spite of legal prohibitions and "no-strike or lockout" clauses. Although these strikes accounted for only 4 per cent of the workers involved in strikes during the year and 5 per cent of the time lost, they did show a considerable degree of failure.

Although during a 40-year period strike activity had been high in times of inflation, there is no evidence that in the long run strikes are becoming more numerous or more severe, the speaker said. "On the whole," he added, "strikes as a factor in labour relations are declining."

The new feature of the Industrial Relations and Disputes Investigation Act of 1948, compared with the 1907 Act, was the adoption of positive measures to ensure that employees were able to organize to bargain collectively with their employer. The new Act "carried forward into public peacetime labour policy the measures which were developed in the wartime emergency," the speaker pointed out.

"The major objective of the Labour Relations Boards is to eliminate recognition disputes," he said. "A decade of experience proves that this goal... has to a very large extent been accomplished."

In spite of this, the adoption of the certification procedure has brought problems of its own. Prof. Woods outlined its main shortcomings as follows:

—Certification was merely a formal recognition, which was of little use unless it could be enforced in practice, which did not always happen.

—The fairness of certain criteria used in the process of certification was questioned by both Labour and Management.

—Certification tended to establish rigidities, to encourage reliance on third party machinery, and it had the effect of preventing collective bargaining in cases where the minimum requirements were not met.

The fundamental criterion for certification accepted in Canada as well as in the United States was that to be granted certification a union must have the support of the majority of the workers affected, he explained. This was in contrast to the "pluralistic system of trade unionism prevalent in some countries of Europe" under which more than one union might bargain for employees in the same group.

The "basically monolithic system" in force on this continent offered "virtually no protection for a minority union or a minority group," but it "satisfied our North American taste for bigness," and by favouring strong unions it established "a healthy balance of power" as against large companies.

Despite the general acceptance of the principle of majority representation, the provisions of the various labour acts and the rules of the labour relations boards are often criticized on the ground that they prevent the expression of the true sentiments of the workers, Prof. Woods said.

The criticism that the certification procedure in some provinces does not follow the criterion of majority representation is true to some extent, he went on. As an example he cited Ontario, where in a representation election those not voting "virtually vote against the union".

Since as an average in that province 12 per cent of the workers abstain from voting, it suffices for the opponents of the union to win 44 per cent of the actual vote to prevent the union from being certified. In other words, what is required in Ontario is a minimum majority of 56 per cent.

Conversely, Saskatchewan requires a union to gain 50 per cent of the vote providing the majority of eligible voters participate in the voting, so that it is theoretically possible for a union to win certification with the support of less than 30 per cent of the workers.

Moreover, the purpose of certification can be killed by delay in signing a collective agreement; the "exceedingly lengthy" conciliation process can be used for that purpose, he said. The brief submitted by the Ontario Federation of Labour to the Select Committee on Labour Relations established that the minimum time required to complete the process was more than 11 weeks but that the average time taken was 28 weeks.

The speaker distinguished between recognition *de jure*, recognition *de facto* and *bona fide* recognition. The labour relations board, he said, could bring about the first two but it could not ensure the third.

"Administrative measures... can eliminate a lot of abuses, but still cannot ensure that collective bargaining is conducted in good faith. This is up to the negotiating parties themselves," Prof. Woods asserted.

The fact that certification deals effectively with only one out of the three stages of recognition to a large extent explains the unions' insistence on inclusion of the closed shop or union shop clauses in collective agreements.

The insistence of the unions on union security, however, was not to be explained as due merely to the desire to strengthen recognition. Union security provisions also enormously strengthened the position of the unions in dealing with the employees, and were an effective means of maintaining union discipline. In fact the abuse of such power was a source of increasing concern even among the friends of the union movement.

On this vexed question of union security, Prof. Woods said that "the argument in favour of the compulsory check-off is quite strong within the existing framework of the Canadian labour legislation". It rests on the fact that since certification empowers

the union to bargain for all employees in the unit, it seems natural that all should be required to contribute to the union's finances.

On the other hand, "the argument against compulsory union membership, though of an entirely different nature, is equally strong," he said. "It is basically the same type of argument which has been originally put forward to promote trade unionism. It is inspired by the humanitarian motives of defending the underprivileged and the weaker against the more fortunate and the stronger."

Although majority rule was the essence of democracy, so also was respect for the rights of a minority. Consequently there was little justification for trade unions to compel any individual to become a member. "In doing so," said Prof. Woods, "they destroy the same philosophy which enabled them to secure their present position."

The time is ripe for a fresh appraisal of unions and management and the public interest, he declared. "The most important people to do the appraising are not the university odd-balls but the participants and those directly connected with them.

"Is it totally unrealistic to think of a diversion of some of the vast quantity of defensive thinking now being devoted by Management and Labour in their own interest to a joint pool of intellectual effort directed to joint rather than antagonistic solutions?"

Concluding, Prof. Woods said:

"There is abundant evidence that unionism needs to face up to the implications of its emerging power position, needs to solve internal problems created by its own growth, problems involving its relationship to its own members as centralizing proceeds at the expense of local control, and problems concerning its changing relationship with Management and the public.

"Management would do well to demonstrate more clearly that it believes what it so often publicly professes about collective bargaining.

"Segments of both could do with a code of ethics."

In the question period that followed his address, Prof. Woods said that his general point of view was that it was desirable to do away with conciliation boards as far as possible. He suggested that their use should be restricted to "public interest disputes" such as those involving railways.

Replying to a delegate who questioned the extent or desirability of what Prof.

Woods had described as *bona fide* recognition of unions by employers, he said that he thought such recognition existed rather widely. Some managers had a genuine interest in preserving collective bargaining. Management and union were bound to have conflicting objectives, and he thought that these were enough to preserve a certain degree of conflict, which was in some ways desirable.

### Prof. Bora Laskin

A three-man board of arbitration is a waste of manpower and time, asserted Bora Laskin, Professor of Law at the University of Toronto and one of the leading students of constitutional law and labour law in Canada, in the afternoon address on the first day of the conference.

The argument for single arbitrators of a public character was equally applicable to the various labour relations boards, he added. "It is high time that the bipartisan or tripartite composition of these boards be altered in favour of full-time public boards."

At the same time he expressed the opinion that "arbitration, as the obligatory ultimate step in grievance adjustment, has emerged as the most durable statutory contribution to peaceful industrial relations".

Labour relations boards, conciliation boards and arbitration boards are today's machinery for the encouragement of collective bargaining and the enforcement of collective agreements, he stated. "Resort to the courts to challenge or repress an alleged illegality in purpose or in behaviour has not been ousted by (these) tribunals," he explained, "but the effect of our legislative pattern of labour relations regulations has, by and large, been to postpone resort to the courts until the statutory agencies have had a chance to function."

The nominee of either disputant on an arbitration board will "almost invariably... project the party interest when he sits as an arbitrator," the speaker said.

"There should be no need for either Labour or Management... to have their respective cases argued twice," he continued. "Indeed, one certain way to raise the status of arbitration would be to free the chairman from the post-hearing pressures of his associates. Some chairmen, very wisely, ignore their party-oriented colleagues until they have sifted and analyzed the case by themselves."

In order to do away with "the present personalized kind of selection and rejection of chairmen," Prof. Laskin suggested that the arbitration of labour disputes should



either be absorbed into the existing legal and judicial system or be established "on a separate but equally full public basis".

Although it is common practice for the chairman to be appointed by the Minister of Labour if the parties do not agree in choosing one, the speaker pointed out that considerations of political expediency often hamper the Minister in his choice. The plan sometimes adopted by Management and Labour of choosing a single arbitrator or a rotating panel of arbitrators to serve for the term of a particular agreement showed a realization of the difficulties of *ad hoc* selection, he remarked.

"This has the added virtue of ensuring some consistency of interpretation. One of the vexing problems raised by *ad hoc* arbitrators is the variation in decisional principles in the interpretation of the same agreement," Prof. Laskin said. "The *ad hoc* three-man board of arbitration is least likely to product that consistency."

The speaker argued against the idea that "an interpretation once put upon an agreement is binding on succeeding arbitrators under the same agreement. I know of no principle of law that requires one arbitrator to bow to a principle expressed by a predecessor under the same agreement," he said.

Precedent as an operative theory depends on the existence of a hierarchy of adjudication, and there is no such thing in labour arbitration; nor would I espouse appellate arbitration tribunals. Forced adherence to awards of preceding arbitrators can lead only to aridity.

The lack of a record other than what the board itself can amass, because of the expense of shorthand reporters, makes deliberation more necessary than speed in arbitration hearings, he said.

Prof. Laskin defended the prominent role played by lawyers in arbitration, which, he said, was lawyer's work "in the sense that it calls for the technique and skills of the lawyer's craft adapted to the area of industrial relations.

"Arbitrators are variously engaged in developing a common law of collective agreements; they are making labour relations law rather than finding it."

There were two theories of collective agreement administration, he said: the "residual rights theory," which holds that a collective agreement is merely a restriction on otherwise unlimited management powers, and the theory that the collective agreement establishes a regime of order to which both employer and union must subscribe. The first theory contains many fallacies, he asserted, the most important

being that it ignores the shift from individual to collective bargaining. The second theory was a "more realistic starting point" for arbitrators.

In the vast majority of arbitration cases, the tasks of interpretation and decision may be competently discharged without bringing into play either of the theories. The terms of the agreement will be sufficiently expressed to embrace the issues.

One case where this is not so, Prof. Laskin said, is the contracting out problem. Arbitrators have divided on grievances arising out of the contraction of work forces or the refusal to supplement work forces because the work previously done within the unit has been assigned to an outside contractor. And the division has been on the lines of the two theories.

"The residual rights theory may be regarded as a reflection of strict interpretation of a collective agreement, an interpretation which minimizes the creative role of an arbitration tribunal," the speaker said, and he pointed out that perhaps the most important way in which the restrictive interpretation has been applied has been in regard to remedies for breaches of the agreement.

Except in unjust discharge cases, where agreements commonly stipulate the redress to be made, arbitrators were generally unwilling to insist on redress or to award damages. "To me this is an abdication of adjudicative authority," Prof. Laskin said. A refusal to award damages against an employer or a union where there is a proven violation causing damage was "a failure to provide the sanction which is envisaged by the assumption of the collective agreement obligation".

It was true, he said, that an arbitration board had no means of enforcing awards; but this could not be a criterion of its powers, since most statutory tribunals were in the same position. "Voluntary compliance works in labour arbitration no less than in respect to orders of more august statutory tribunals," he pointed out.

In a discussion earlier in his address of the evolution and deflection of legal doctrine, Prof. Laskin said there was no more drastic example in the field of labour relations than the Aristocratic Restaurants case (L.G., 1951, p. 1553), which "relieved trade unions of liability for what may be termed peaceful picketing".

Compared with earlier liberalization of doctrine, the most recent judicial experience with conspiracy and picketing issues in Canada "evidences a hardening," he continued. The judgments in cases concerned with refusal to cross picket lines have developed "a rather formidable basis of

liability of the picketers by finding that the real purpose of the picketing was not to advance the interests of the union in improved labour conditions, but rather to interfere with the employer's contractual relations with third persons by the establishment of a picket line in the foreknowledge that union sympathizers will not cross it. As a technique for outlawing even peaceful picketing, this approach leaves little to be desired, reminiscent though it is of labour law of 50 years ago."

There are indications, he said, that the courts are disposed to protect individual members against the arbitrary use of power by union officials, and to make union constitutions and bylaws conform to standards of reasonableness. It was a safe guess that should the judiciary be unable to provide adequate protection, "legislative redress will be forthcoming".

The speaker said that in his view a union certified as a bargaining agent was in duty bound to accept as members persons in the unit, as well as others who would be employed in the unit if union membership were not a condition of employment.

In reply to more than one question about the right of an employer, after an agreement was signed, to contract out work that had formerly been done by employees within the bargaining unit, Prof. Laskin declined to give any general opinion on the point. Each case must be treated on its merits, he said. In some cases he was of the opinion that an employer would be quite wrong to contract out work.

But, on the other hand, for example, where management had a choice between contracting out a certain kind of work and giving up that line of business altogether, "What are you going to do about it?" he asked. He stated emphatically that it must be realized that a collective agreement was not a guarantee of a job.

### **Prof. Frederick Harbison**

Trade unionism in the United States reached and passed the peak of its influence and power during the 1948-58 decade, in the opinion of Frederick Harbison of Princeton University, speaker at the conference dinner. Prof. Harbison is Director of the Industrial Relations Section and Professor of Economics at Princeton.

Going back 35 years, Prof. Harbison sketched the state of American industrial relations in the "so-called 'golden twenties', when there were no unions in the basic industries, collective bargaining was a term never used in polite society, there were practically no people in personnel work

much above the rank of chief clerk and the average employer regarded his workers with a sort of calloused indifference".

In those days, Prof. Harbison said, even the few companies who "in paternalistic fashion were concerned with the welfare of their workers... took every possible measure to make sure that workers never talked back and... would crack every union head that popped up".

All this was changed in the "New Deal Era". Helped by labour legislation and government encouragement of union organization, the industrial unions established the beach-heads of collective bargaining in steel, rubber, and automobiles," he went on. "Within the space of eight years all the industrial power centres which for years had been the impregnable fortresses of the open shop were transformed into bases of union power."

During this period, Prof. Harbison said, it was the great depression, the weight of public opinion, and the pressure of government, rather than the still not very powerful labour leaders, which "brought the big employers to their knees".

The speaker enumerated as the main development of the period:

The emergence of a national labour policy which guaranteed workers the right to join unions of their own choosing...and which openly advocated and encouraged collective bargaining as an indispensable institution of American capitalism.

The growth of new and quite idealistic unions in the basic industries...

The emergence for the first time of industrial relations as a top-level concern and function in most major corporations...

The identification of the liberals, or progressives, with the cause of unionism...

The World War II period, Prof. Harbison said, was best characterized as a period of "government seizure of collective bargaining". The prohibition of strikes and the determination of wages and conditions by government labour boards meant that "the basic decisions in industrial relations were made by those in charge of wage and price stabilization. In this period unions became firmly rooted in the industrial plants as a result of government-imposed maintenance of membership clauses."

Before, during, and after the war it was generally believed that Labour had a great and growing political power, "but the political power of Labour turned out to be a myth," the speaker said. It was the favour of the government of the time that gave this appearance of power; and, except in strictly local affairs, Labour never had much direct influence on the voters.

Passing to the 1948-58 period, Prof. Harbison mentioned a number of its main features. These included:

—A change from the simple encouragement of unions to the control of certain collective bargaining issues and labour union practices.

—The development of collective bargaining between large employers and large unions into "a business instead of a struggle".

—"Management no longer has a free hand in making the rules under which Labour is paid and works."

—Union leaders have become service agents for their constituents and the workers are becoming more and more willing to leave the making of rules to their leaders. "They pay their dues to the union and expect protection and benefits in return, and it is becoming increasingly difficult for them to participate effectively in union affairs."

—American employers are no longer on the defensive in collective bargaining. "They know what they want, and they know what they want to keep labour leaders from getting."

—The idea of voluntary membership in unions had practically disappeared by 1958. The vast majority of contracts provided for some form of union shop and most of the workers had no objection to it.

—"Corruption within unions has become a major problem."

—"The one-time sympathy of the liberals and progressives for the cause of organized labour has all but vanished." The unions are now powerful enough to take care of themselves, and in the eyes of the public have become pressure groups intent on the special interests of their leaders and members.

On the stationary, or declining, power of unions in the United States, Prof. Harbison pointed out that union membership as a proportion of the labour force has not been rising and may have been declining. This may partly be the result of the indifferent success in organizing white-collar workers.

What political influence Labour ever had, Prof. Harbison said, is dwindling. "The American public has come to fear rather than to favour unions. Congress is moving in to regulate the internal affairs of labour organizations."

The unions were now "pretty much on the defensive," he asserted, defending themselves against the employers; against Congress, and against the loss of members owing to "technological developments over which they have little control".

Summarizing, the speaker said that the unions and collective bargaining were becoming more mature, more stable and more legalistic; and also less important by comparison with other problems looming up in industrial relations.

The central industrial relations problem of the future will have its roots in a probably critical shortage in most categories of high-talent manpower, he predicted.

In the past, effort directed towards securing fair treatment for the common man had aimed at conformity and consistency. "But the skills and the concepts which have been useful in dealing with the common man are not always those most appropriate for dealing with high-talent manpower," Prof. Harbison observed. Such people want recognition as individuals, as originators of ideas, and as professionals.

He expressed the opinion that "unions will be subjected to a great deal more government regulation of their internal affairs". Whereas in the 1930's the government had been concerned with the workers' right to have unions of their own choosing, in the future its concern would be to protect their right to have union leaders of their own choosing.

Unions will not "provide inflationary pressures in the future any more than in the past," Prof. Harbison asserted. Wages and prices in the past three decades had been affected only slightly by unions and collective bargaining, he believed.

### William J. Smith

A continuance of the increasing demand for fringe benefits if governments "continue to lag behind public acceptance of the idea of co-operative action in the fields of health, old age security and unemployment protection"; and pressure for a further shortening of hours of work "as a means of combatting loss of jobs through automation... if labour is forced to cope with this problem on its own" were foreseen by William Smith, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, as matters that would probably bulk large in collective bargaining of the future.

Mr. Smith also predicted that if the present recession continues there would be a revival of labour's demand for greater equality in the distribution of wealth—a demand which had receded in the expanding economy we have had since the Second World War.

Two trends in collective bargaining that stood out in the decade following the war, the speaker said, were the increase in union security provisions and the gains made in



so-called fringe benefits. Another was the "negotiated increase in leisure time". Under fringe benefits he mentioned pensions, health and welfare, and, latterly, unemployment benefits. The greater leisure had come about through the shortening of the work week, paid vacations and paid statutory holidays.

During this period, "little progress was made towards greater equality of income. The pie is bigger but Labour's share remains roughly the same," he pointed out.

All the various forms of union security, including the different forms of check-off and the Rand Formula, with the exception of the closed and union shop, had been invented since 1946, the speaker remarked. Yet, strangely enough, he said, the two latter forms, which had been in existence since the last century, were the ones that had lately "come into public disrepute".

The partial success of "right-to-work" campaigns he ascribed partly to the rise of industrial unionism. As long as craft unionism was dominant people had seen the necessity for the unionist to protect "a skill he had taken years to learn". The right to do so was recognized as analagous to the right of the legal and medical professions to guard their standards.

Now, however, the need for the closed shop even for skilled tradesmen was lost sight of because "people think in terms of the predominant form of organization, in the big, mass-production industries".

Mr. Smith said that "union security will not be the issue nationally that it has been over the past 10 years unless Management and legislators set out to make it so." The principle of the check-off would continue to be recognized, but labour would make little effort to extend the closed or union shop, nor Management to get rid of it where it already existed, he thought.

"The increasing emphasis on fringes in the past 10 years represents a major social phenomenon," the speaker remarked. But "few unionists would suggest that collective bargaining is the best way to provide health, old age and unemployment protection services. Companies' varying ability to pay leads to a very uneven system of protection. Also, collective bargaining exerts only an indirect pressure on firms that are unorganized."

Trends in social security in collective bargaining, he said, are dependent on the kind of action our Governments take or fail to take. If the public authorities were to institute a really comprehensive system of social security, such things as pensions, medical and hospital plans, and unemploy-

ment benefit to supplement government action would cease to be collective bargaining issues.

Mr. Smith mentioned supplementary unemployment benefit as "the clearest case of concessions won at the bargaining table supplementing government action".

There will be a great deal of pressure, I would expect, over the next 10 years to improve our unemployment insurance legislation, and government response to this pressure will determine very largely whether supplementary unemployment benefits become a widespread collective bargaining issue.

The shortening of working hours, the increased length of vacations and the introduction of paid statutory holidays, negotiated through collective bargaining over the past 10 years, had brought about an average reduction of 522 hours a year in working time, Mr. Smith pointed out. This was "a truly remarkable reduction when one considers how long the 48-hour week remained as a standard".

The speaker believed that the one significant reason why Labour would continue to press for more leisure time was automation. "I, personally, am not too fond of the shorter work week as a means of combatting loss of jobs through automation, but I must confess that I can think of no other means if Labour is forced to cope with this problem on its own," he said.

Unless government and industry co-operated more than they seemed inclined to do in mitigating the effects of automation on employment, Mr. Smith said he could foresee strenuous efforts by unions to protect the jobs of their members by shortening the work week.

Other important collective bargaining issues raised by automation included: drastic changes in job classification, even when layoffs do not become serious; "the question of how the extra wealth created by automation should be distributed"; the need for providing jobs in government, commerce and trade to take the place of those lost in factories; and the "spectacular shift away from so-called production work to white-collar occupations, a trend that will be accelerated by automation".

Unionism will spread to white-collar workers, he thought, but this will bring changes to unions that become predominantly white-collar and changes in collective bargaining relationships.

Employees of the federal, provincial, and municipal governments have been denied full collective bargaining rights which, to be meaningful, "must include the right to withdraw their services," the speaker said. He asserted that the establishment of collective bargaining rights with governments is of major importance.

The "maturity" of Labour and Management which was assumed by many people in this country to have been reached during the past 10 or 15 years, and the disappearance of much of the bitterness, Mr. Smith attributed largely to the fact that business, for the most part, "has been having a picnic". He said good relations are relatively easy to maintain when Management is always in a position to make an offer and Labour is always able to produce an increase.

Turning to another aspect of collective bargaining, the speaker said: "The trend towards professionals on both sides of the bargaining table is probably irreversible. It need not be a bad trend, but combined with the extremely legalistic approach adopted by some conciliation boards, it could have the effect of removing wage determination from the control of those most vitally concerned—management and the employees. This would be a disaster over the long run."

What labour relations experts appeared to him to lack, Mr. Smith said, was "in some instances a clear appreciation of the employee attitudes peculiar to a specific firm or industry". No collective agreement could possibly cover every contingency, and "in the past the agreement was in practice supplemented by the recognition of a sort of 'natural justice'." In an industry with which he was unfamiliar, these practices represented only confusion to the man whose specialty was employee relations, with the result that he was likely to fall back on a strictly legalistic approach to employer-employee relations.

This attitude, the speaker said, in industries where the agreement was freely violated may be an improvement. In other industries where the agreement was applied with understanding and intelligence it can be a definite step backwards.

Referring to the pressure by trade unions for greater equality of income, which appeared to subside during times when wages were rising rapidly, the CBRE President said if the change in the business climate continued so that wage increases became hard to justify on the ground of increased profits or increased productivity, then greater equality of income can be expected to become the important issue it once was.

Social stability is possible in a static economy only where the basic economic relationships between classes of people are generally accepted by all. This is not the case in North America. Rightly, I think, our working population will not accept being stalled on the road to the kind of life they desire, if all around them, and in advertisements, they see that sort of life being lived.

If a static economy, or a pronounced slowing down in the pace of development, was to be our lot for the next decade or so, then, the speaker asserted, "managements dedicated to peaceful employee relations will have to lift their eyes from their own balance sheets and attempt to meet the aspirations their own advertisements and our democratic way of life have combined to create".

When asked to contrast some of the views he had expressed with what Prof. Harbison had said in his address, Mr. Smith said he thought there was an element of truth in Prof. Harbison's statement that employees have come to look upon organized labour as a business proposition. He thought that too many had come to regard a union as an insurance society. This conception of trade unionism was wrong and harmful, he thought. He believed that a protracted period of depression would show the workers that it is a social movement.

When asked to explain his statement that the union must not be regarded merely as the opposite number of management, Mr. Smith said that in his judgment trade unionism was basically a social movement whose objective was to secure a more equitable organization of society.

In reference to what he had said about the likely effect of a prolonged recession being a revival of Labour's demand for greater equality in the distribution of wealth, Mr. Smith was asked who, in 1958, were the "haves" and the "have-nots". The "haves" he defined as those who were enjoying the fruits of industry without contributing proportionately to their production, for example, bondholders and shareholders.

In replying to a question about the extension of bargaining rights to government employees, Mr. Smith reiterated that a government should give its employees the same rights it had compelled private employers to grant to theirs. He admitted that strikes in public services caused inconvenience to the public, but he asserted that union leaders had in no instance endangered the public welfare. He distinguished between danger and inconvenience. Essential services were protected, he said.

When asked by a union representative to justify the distinction he had drawn between craft unions and industrial unions in relation to the closed or union shop, Mr. Smith made it clear that although he questioned the need for these forms of union security for industrial unions it was his "firm opinion" that an employee in a mass-production industry had an obligation

to contribute to union funds—an obligation which should be enforced by means of a compulsory, irrevocable check-off. But he would give such employees the right to decide whether or not to join the union.

### Edward Benson

A lack of honesty in leadership in both Labour and Management and too much surrender to third parties of the basic relations between employer and employees were among the undesirable outgrowths of the postwar period of prosperity, said Edward Benson, Industrial Relations Manager, Consolidated Mining and Smelting Company, in an address on the last afternoon of the conference.

By honesty in leadership in the labour relations scene, he explained, he meant giving honest leadership to the people who depend on management men and union officials to give them proper direction.

Mr. Benson urged the need for the development of "some sound fundamental philosophy" in industrial relations which would be accepted by the leaders of both Capital and Labour, in place of the policy of political expediency which had characterized the postwar period.

The past 10 years have produced two important facts, he said: the emergence of the trade unions to a big power status, and the establishment of "a sort of permanent battleground between organized labour and management".

With the generally accelerated pace of industrial activity, the result of the lack of some well-considered and fundamental personal philosophy in human relations has been a "lamentable tendency to conduct ourselves in these fields on the basis of a crisis judgment," Mr. Benson asserted.

He added that he thought some people concerned with these activities "preferred to do business in this manner".

During the postwar period we had witnessed the transfer to the trade unions of a great deal of the power that had formerly rested with the employers, he went on. Where formation of an association of employees for group representation to the employer concerning conditions of employment normally would be the result of an impetus from within the group, in most cases in the major industries in this country it is the result of an impetus from without the employer's organization and generally by non-employees.

In connection with this development he said he could not admit that a person who travelled from some distant place to organize a group of employees was primarily interested in their welfare, and he

pointed out that "this development has caused the employer, in many cases by default, to surrender to the group representative too many areas of his employee relations which properly belong as a matter between the individuals concerned.

"To put it more bluntly, I do not think any factor has caused the loss of employee individualism more than has the growth of big unionism over the past decade," Mr. Benson said.

The growth of the trade union into a big business had resulted in many union officials becoming full-time employees, and there was "a very natural tendency for those who have such positions to seek to perpetuate themselves in office".

The continued successful existence of men in these positions "depends to a considerable extent on their maintaining as wide a gap as possible between management and its employees," he said.

Management, on its side, the speaker suggested, had contributed to the establishment of such a gap by its preoccupation with other matters.

With the development during the past decade of Labour's own group of professionals to match the professionals who now represented the employer, Mr. Benson thought "that one of our principal concerns should be that the professionals on both sides develop some consistent fundamental philosophy in the industrial relations outlook which will assure that all concerned are given a fair deal over the long term".

The fact that the St. Lawrence Seaway was "subject to complete closure at a word from Jimmy Hoffa" was another cause for concern. The railroad firemen's strike was another instance "which demonstrated that tremendous concentration of power in the hands of a few individuals can shake our entire economic structure," Mr. Benson said. Although he agreed that legislative action was necessary "to minimize such possibilities" he wondered whether it got at the root of the matter.

Returning to the question of honest leadership, he said he thought neither side emerged "with an unblemished record on this score".

Our leading trade unions have been guilty of putting political expediency ahead of forthrightness, he said. Even those trade union officials who privately admitted that "the tremendous rate of improvement in the living standards since 1945 cannot be sustained *ad infinitum* balk at confronting their principals with any future possibilities other than the continuation of the upward spiral".



Management on its side had also shown a similar lack of honesty, the speaker said. "I consider that over the past decade management actions in a number of instances have been responsible for conditioning the average employee to the view that the 'pie in the sky' philosophy proposed by some trade union leaders had some basis in fact. At the peak of the boom there were a good many wage settlements arrived at on a 'peace at any price' basis."

He then asked: "What are we doing to give honest leadership with respect to what the country generally and what our own employees particularly can expect from productivity gains?"

The Gordon Commission had estimated that a computation of a rise in productivity of 2½ per cent a year during the next 25 years might be optimistically high. If this estimate were accepted how could the wage increases granted in the 13 postwar years be reconciled with honest leadership, the speaker asked.

He referred to the current concern across the country with respect to the various labour statutes governing labour relations. He said that he was not concerned with the appraisal of these statutes, "but only with the attitude of mind which recent widespread criticism of them seems to exhibit".

It was hardly reasonable, Mr. Benson said, to expect those who had come to believe that when Management said "No" it did not mean "No" to adjust themselves overnight to the changed condition in which it did mean "No". As a result of the change there have been a number of major upsets in the labour field and the accompanying criticism of the formal labour relations machinery has been to some extent due to the natural tendency to search for a whipping boy.

The speaker deplored the development during the past decade of "a sort of fear complex on the part of management and organized labour". One form of it was deliberately generated by certain labour leaders who created in the minds of their constituents an apprehension about the intentions of their employers about such things as wage reductions, alleged speed-ups, etc., in order to make their constituents look to them for protection.

Another kind of fear was that which caused Management to balk at breaking new ground "because of a fear of being trapped in some indefinable way by the unions, or fear that departure from the established conventions will give them the status of the ugly duckling in the industrial relations barnyard."

He believed the same fears exist at the executive level in many leading trade unions. About the only significant labour relations experiment in a major industry during the past 10 years was the General Motors formula.

The employer is afraid to break new ground because he fears abuse which, because of contractual factors, he will be powerless to correct. The union, on the other hand, is afraid to surrender any of the basic protections it has built up. "They view with jaundiced eye the introduction of a benefit (such as sick leave for hourly rated employees) if it is left to the presumably benevolent ministrations of the employer."

"The sooner both sides tackle the main problem from the point of view of what each can undertake to allay and to guarantee removal of the other's fears, the better off we will all be," he said.

As to the future, the speaker said that during the present lull in our industrial activity leaders on both sides should consider the wisdom of continuing the conduct industrial relations programs "on a crisis basis". Here was where the need came in for "some sound fundamental philosophy" to govern policy.

"I think that labour in some areas should consider a bit of house-cleaning. I am not thinking in terms of getting rid of the relatively few obviously corrupt labour barons... I suggest that, beginning at the lowest level, the ballot box be reinstituted as the prime instrument in the trade union's arsenal. I, for one, have too much faith in the sound common-sense of the ordinary working man to be afraid of the consequences of any amendments which are made which assure that in the making of every major decision the man at the bottom of the heap gets his say."

In conclusion he said that "we should cease the process of proceeding from crisis unto crisis as we have done during these last 10 years... In industrial relations, a crash program gets you only a crash."

### Robert W. Cox

Robert Cox, Chief of the Special Research and Reports Division of the International Labour Organization, who acted as chairman at the panel discussion that closed the conference, spoke briefly on "Some International Aspects of Labour Relations".

"Of all the unanswered questions in world affairs," he said, "perhaps the one with the greatest long-term significance concerns the road which will be taken by the countries in Asia and Africa in which the bulk of the world's population lies."

Considering what kind of assistance could be given most effectively to such countries, he said that the first question in this connection was whether there were any universal principles in labour relations. He thought there probably were, and put freedom as one of these basic principles.

Freedom had different meanings for different people, and there is nothing universal about the idea of freedom, he said. But, he believed, "underlying these differences there is a common core which may be expressed as respect for the dignity and integrity of the human person." This implied "a further respect for the individual's right to express his personality through association in a group with others."

These ideas are "fundamental in any viable system of human relationships. They are basic to labour relations."

The speaker referred to the ILO's planned world-wide inquiry into conditions relating to freedom of association in all the member countries. He described it as a "new departure in international action on freedom of association".

The first two of these studies are to be carried out in 1959, at the invitation of the governments concerned, in the United States and in the Soviet Union. Mr. Cox said that this was the first time that governments had accepted international missions to make studies of this kind on human rights questions; and he expressed the view that it opened up "the prospect of a new type of international collaboration, and should reinforce efforts to lay a sound foundation for the healthy growth of labour relations throughout the world".

### Panel Discussion

To open the panel discussion, the chairman, Robert Cox, referred to Prof. Woods' remarks about the need for getting away from the appeal to third parties in labour-management disputes. This he contrasted with Prof. Laskin's emphasis on the growing resort to the assistance of third parties, and the development of a common law of labour relations. Was there agreement or disagreement here between the two speakers? he asked.

Prof. Woods said he thought there was a clash between his and Prof. Laskin's views. He, like Prof. Laskin, believed in a common law in labour relations, but they each might not have in mind the same kind of common law. The unwritten parts of company policy, or traditional practices within the company, formed an unwritten law. This kind of common law was a good thing. What he objected to was the institutionalizing of labour relations. Many arbi-

tration cases are decided in relation to the common law of the parties to the agreement. But he doubted whether a common law between different sets of parties was good.

Prof. Laskin said that a lawyer, like a doctor, was a trouble-shooter. You could not get a do-it-yourself kit with which to settle disputes. He agreed with Prof. Woods as to the desirability of flexible procedures. Arbitrators were not looking for work, and if the parties could agree between themselves to work under cover of a collective agreement in practices that were not touched by the agreement he was quite satisfied.

Prof. Woods said that he was not suggesting that a third party's hands should be tied. It was not a question of restraining him, but of getting rid of him. Much went on between the parties outside the scope of the agreement, and he would like to see more of this, and less reliance on the contract. If relations were made too rigid he could see in the renegotiation of the agreement little alternative to an annual crisis, because negotiations during the term of the contract were not provided for.

"Can you abolish third party intervention?" asked Prof. Laskin. Prof. Woods said that in England continuing agreements were the rule: when a dispute arose the parties negotiated; when they could not agree they had a strike.

Prof. Laskin said that he was satisfied if the parties wanted to rely on strikes. He pointed out that in the United States a legal strike was possible during the term of an agreement. He suggested that the long-term agreement at General Motors might have been responsible for the deterioration of relations between the parties.

Mr. Benson, in reply to a question from a delegate, said that he believed in the desirability of the parties' coming together more often during the term of an agreement. Contracts tie down only the main things, he said, and causes of disagreement keep on cropping up that call for settlement as they come up.

Referring to the opinion expressed by William Smith in his address that in future Labour would be satisfied with a check-off rather than the union or closed shop, a questioner wanted to know whether this would be to the advantage of Labour if it meant that the union lost enough members to lose also its certification. Would not the lack of a union or closed shop increase the danger of raiding?

Prof. Woods, replying in the absence of Mr. Smith, contended that the closed shop had originally not had much to do with union security, that it was rather a job protection device. He said that he would be surprised if a union lost members if it had a compulsory irrevocable check-off. If a union lost members under such a condition it might be a good thing for it to make way for another union.

Adam Bromke pointed out that in moving to form a new political party the Canadian Labour Congress would be following British rather than United States trade union policy, and he said that he would be interested to see how American unions would operate within a basically British policy. He said that in Canada, in contrast to the feeling in European unions, there was no great political enthusiasm.

Prof. Woods thought that what Prof. Harbison had said in his address about unions' having becoming business rather than social organizations should not be applied to Canada. He said that in Quebec there was a great deal of idealism in the labour movement.

On the subject of human relations, he said that we did not yet know a great deal about what motivated people. In arbitration cases often the real issue behind the dispute was not before the board. He gave an instance of a dispute in which a union had presented what appeared to be an absolutely unreasonable case. When he had come to look more closely into the matter, however, he had found that the real cause of discontent was quite different from the ostensible one. He said that he thought unions should make more effort than they do to get at the real issues.

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## Provincial Labour Federations Hold Annual Conventions

Central labour bodies in New Brunswick and Nova Scotia held annual meetings in September. Unemployment, the Chignecto Canal and sale of Canadian ships to Cuban firm among subjects discussed by delegates

### New Brunswick Federation of Labour

Delegates to the 2nd constitutional convention of the New Brunswick Federation of Labour (CLC) heard seasonal employment called the province's principal problem, and heard requests for the establishment of a provincial housing commission, for a renewed drive for an early start and early completion of the Chignecto Canal, and for provincial legislation to give all government employees the right to organize into a trade union of their choice.

The convention, held in Saint John September 8, 9 and 10, was attended by nearly 200 delegates.

#### President's Address

James A. Whitebone, Federation President, in his address to the convention's opening session urged that a housing commission be set up for New Brunswick. The need for adequate housing, he said, was still far ahead of the supply available.

Other provinces, Mr. Whitebone pointed out, had established housing commissions with wide powers.

He expressed some criticism of the provincial Government's failure to enact many of the measures requested by organized labour, but he voiced appreciation for those measures that had been enacted.

Mr. Whitebone urged amendments to the provincial Labour Relations Act to provide for voluntary revocable check-off of union dues, and extension of the Act to include unions of the Government's own employees. Although the Government did recognize such unions, Mr. Whitebone said, they should be brought within the scope of the Act.

The President expressed concern over what he called the "obstruction and evasions" which, he said, were being met by employees of the New Brunswick Liquor Control Board in their attempt to negotiate a collective agreement.

In view of this, he urged that a determined effort be made to obtain amendments to the Labour Relations Act or the Civil Service Act, or both, "in order that the rights of government employees' unions may be clearly defined..."



Underemployment and unemployment remained at alarming levels, Mr. Whitebone said, and this was still "a major problem which the authorities have so far been unable to solve". He emphasized that unemployment had become a national problem and no single unit of government, industry or society could solve it alone.

The Federation should continue to press for public works, Mr. Whitebone said, citing current and contemplated construction projects as a bright aspect of the employment situation.

Automation, he suggested, should be studied carefully as a contributing factor to widespread unemployment. He warned, however, that it would be foolish to fight the inevitable, since automation had become an accepted adjunct of modern industry.

Concerning injunctions in labour disputes, the Federation President scored the growing use of *ex parte* injunctions. He said that Labour was not insisting that injunctions be abolished, but should press for a curb on the use of injunctions in labour disputes. He recommended that a determined effort be made to obtain an amendment to the Judiciary Act that would provide that no injunction be issued until both sides had ample opportunity to present their case.

Mr. Whitebone urged that a renewed and intensified campaign be begun for an immediate start and early completion of the Chignecto Canal. He believed New Brunswick was entitled to measures to replace to some extent the employment and income that will be lost to the province when the St. Lawrence Seaway was opened.

### Premier Hugh John Flemming

Seasonal employment was named New Brunswick's principal problem by the province's Premier, Hon. Hugh John Flemming, in his address to the convention.

Premier Flemming said seasonal unemployment was keeping the province's per capita income at about two-thirds of the Canadian average. The only remedy for such conditions, he said, was to increase secondary industries.

The labour movement in New Brunswick, he said, was constantly taking on new stature. "The statistics on days lost by strike action are fantastically low in the province and wages and conditions of labour have shown great improvement."

The Premier said the Atlantic Provinces had missed the boom because "tight money regulations" had choked off the area's economic pick-up just as its results were beginning to be felt.

### Claude Jodoin

Canadian Labour Congress President Claude Jodoin called on the Federal Government for amendments in the legislation for old age pension and children's allowances, and for new legislation for a comprehensive national health plan and pension plan.

Referring to the sale of eight Canadian National Steamships vessels, Mr. Jodoin said: "We need a merchant marine for security and other reasons and we can't have this if we sell the last eight boats we have in the country."

Ships in a Canadian merchant marine should be manned by Canadian seamen, the CLC President added.

At New York City last month, a Canadian picket line, members of the Seafarers' International Union, halted the loading of a Cuban ship. It was the first time Canadian unionists had picketed a ship at that port.

Longshoremen refused to cross the SIU picket line.

He rejected suggestions in some Canadian publications that the CLC was controlled by organizations in foreign countries. CLC policy was instigated by the CLC and not by organizations in the United States or Britain, he declared.

Commenting on criticisms about Labour's entry into politics, Mr. Jodoin said that other citizens have the right to take part in politics, why not Labour. The CLC, he stated, would reserve its right to be represented in government and to criticize government.

### Resolutions

A number of amendments to the provincial Labour Relations Act were requested by the convention, including one that would allow the Board to prosecute, on its own behalf, any employer considered guilty of unfair labour practices.

Angus MacLeod, Saint John, said that under present regulations if an employee was to sue an employer he would face the danger of losing his job. On the other hand, he said, the union should not be made an entity because then the employer could sue the union.

Other requested amendments to the Act would:

- compel any employer purchasing a business to be bound by the terms of the collective agreement in existence;

- permit the majority of those voting to decide certification votes;

- make it illegal to count votes unless witnessed by a representative of the union and would provide that the representatives be notified of the vote counting not less than 48 hours in advance.



—Photo by Climo, Saint John Telegraph-Journal

**Pictured at the annual convention of the N.B. Federation of Labour (left to right) are: President James A. Whitebone, Premier Hugh John Flemming, Hon. A. E. Skaling, Minister of Labour, Claude Jodoin, President, Canadian Labour Congress**

When local unions are being transferred to national or international unions, the application, accompanied by proof that it was made by the majority of members, should be accepted without a vote, the delegates decided.

The convention also asked:

—That no application for decertification of a union be considered until a year from the date of certification.

—That the Labour Relations Board decide who will be covered by the certification order.

Delegates rejected a resolution that would have made all decisions of the Labour Relations Board final and not subject to appeal.

Further resolutions requested legislation that would:

—Give government employees the right to join unions of their choice, bargain collectively and sign collective agreements.

—Prohibit foreclosing or evictions when unemployed persons were unable to keep up mortgage payments or rent.

The federal Government was urged:

—To “revive” a Canadian merchant marine and to provide construction and operation subsidies.

—To grant prevailing rate employees the same benefit accorded civil service employees on vacation and sick pay, and the same bargaining rights as employees in private industry.

Two resolutions requested provincial legislation for higher wages. They would:

—Institute a minimum wage order of \$1.25 an hour for male workers, with time and one-half after 40 hours.

—Grant female workers equal pay with male workers for equal work performed, a minimum wage of 75 cents and time and one-half after 40 hours.

The convention asked for Judiciary Act amendments that would:

—Prohibit the granting of *ex parte* injunctions.

—Permit no injunctions restraining the internal functions of a union to be granted until both parties are heard.

A continued effort to have a destroyer built in the Saint John drydock was urged by the Federation. With six or seven ships to be built and only five provinces with shipbuilding yards, one of the contracts should come to Saint John, it said.

Freight rate structures were criticized by the convention and the provincial government was urged to take every action, in co-operation with the federal Government, to correct the “inequalities”.

In other motions the convention asked for:

—A program of public works.

—A system of public assistance to help the unemployed who have exhausted their unemployment insurance benefits.



—An increase in the old age pension to \$75 per month with the age limit dropped to 65 years and without a means test.

—An amendment to the Vacation Pay Act to entitle employees to two weeks vacation with pay.

—An increase in the rate of vacation pay from 2 per cent to 4 per cent.

—Free school books to all public school students up to and including Grade 13.

—Abolition of provincial sales tax on all clothing and footwear for children up to high school leaving age.

—A housing commission modelled after that in Nova Scotia.

—Legislation to prohibit discrimination against any person seeking accommodation or requesting services in hotels and restaurants because of colour, race or creed or national origin.

The provincial Workmen's Compensation Board was asked to amend its regulations to allow full-time employees of labour unions to come under the Act.

The possibility of a new political party was discussed by the convention but was

thrown out. President Whitebone told the delegates that no action should be taken until word had been received from the CLC on what action it had taken.

Rigid enforcement of the New Brunswick Highway Safety Act was stressed by the convention. It asked that motor vehicle insurance be made compulsory and for the inauguration of a periodic medical check on drivers.

### Election of Officers

All Federation officers were re-elected. James A. Whitebone was elected President for his second consecutive year. Prior to the merger of the province's two labour organizations he had served 25 consecutive terms as President of the New Brunswick Federation of Labour (TLC).

Vice presidents elected were: Angus MacLeod, Saint John; Michael J. Kenney, New-castle; Charles H. Malchow, Bathurst; Rolland Blanchette, Edmundston; W. Arthur MacLean, Fredericton; and Ralph J. Boyd, Moncton.

William F. McCarlie, Saint John, was re-elected Secretary-Treasurer.

## Nova Scotia Federation of Labour

Criticism of the federal Government for selling the Canadian National (West Indies) Steamships fleet to Cuban interests, and of the Nova Scotia Government for imposing a sales tax to help finance the national hospital scheme, was voiced at the third annual convention of the Nova Scotia Federation of Labour (CLC), held in Halifax September 8, 9 and 10.

Ben O'Neil, of Sydney, was re-elected President of the Federation. Serving with him will be: Vice Presidents John Lynk, Dominion; Leo MacKay, Stellarton; Arthur MacKenzie, Truro; Tom Shiers, Windsor; Sinclair Allen, Halifax; and Clary Webber, Liverpool. Hugh MacLeod, Dartmouth, was re-elected Secretary-Treasurer.

In welcoming the 161 delegates to the convention, Nova Scotia Premier Robert L. Stanfield expressed the hope that the employment situation in the province would improve in the fall and winter months.

The Nova Scotia Government has been working closely with other Atlantic provinces to boost employment, the Premier noted.

The Government was giving every attention to the problem of unemployment in Nova Scotia, Labour Minister Stephen Pyke told the delegates. But he pointed out that government alone cannot cope with the situation; it was a problem "for persons at every level of society."

Mr. Pyke called attention to the fact that the Nova Scotia Government has more than \$4,000,000 in public works projects nearing completion, and that in the next two years some \$13,000,000 in new projects will be under way. But this was not enough, he noted. The main opportunities for jobs must be provided by private industry, and this called for expansion of existing industries in Nova Scotia.

Stan Devine, Halifax business agent for the Seafarers' International Union, criticized the federal Government for selling the CNS fleet for "less than the cost price of one of the eight freighters". He also noted that the new owners, "who took over the ships after a strike by the SIU for higher wages," were using Cuban seamen to man the ships as "international scabs".

Delegates "deplored" the imposition of a sales tax to finance the national hospital plan in Nova Scotia. A resolution condemning the tax was passed by the delegates.

A resolution calling for the provincial Government to strengthen the Trade Union Act by providing for the elective union shop as a statutory condition where a majority of the employees wish to have such form of union security was passed unanimously.

*(Continued on page 1182)*



# U.S. Congress Passes Welfare and Pension Plans Disclosure Act

New law requires registration of employee welfare and pension plans and publication of annual reports on their operations. Legislation arose from discovery of many instances of corruption, abuse of funds

The United States Congress has passed a new law requiring the registration of employee welfare and pension plans and the publication of annual reports on their operations. The act was signed by the President on August 29 and will come into effect on January 1, 1959.

The new legislation resulted from the investigations of various Congressional committees during the past five years, which revealed many instances of corruption and abuse of funds by administrators of employee welfare plans.

While there was general support from employers and labour and both parties in Congress for some type of government regulation in this field, there were sharp differences of opinion on the type and extent of control required. President Eisenhower stated that he signed the bill because it "establishes a precedent of federal responsibility in this area", although he felt that it did not give sufficient power to the administrative authority to uncover and prevent abuses. The act is generally considered as merely the first step in the development of legislation to cover employee pension and welfare plans.

During the last few years, six states have passed welfare fund disclosure laws: Washington in 1955, New York in 1956, and California, Wisconsin, Connecticut and Massachusetts in 1957.

The new federal act will cover foreign and interstate commerce, that is, any industry affecting trade, commerce, transportation or communication between states or between any state and any foreign country or other place. In this sphere it will apply to all employee welfare or pension benefit plans covering 25 employees or more, with certain specified exceptions, whether established by employers or employees' organizations or jointly.

Plans administered by the federal Government or a state government or any agency of these, plans maintained solely for the purpose of workmen's compensation laws or unemployment compensation disability insurance laws, and plans administered as a corollary to membership in a fraternal benefit society and exempt from

taxation under Section 501 (a) of the Internal Revenue Code are not covered by the legislation.

"Employee welfare benefit plan" is defined as any plan, fund or program established for the purpose of providing for its participants or their beneficiaries, through the purchase of insurance or otherwise, medical, surgical or hospital care or benefits in the event of sickness, accident, disability, death or unemployment. "Employee pension benefit plan" means any plan, fund or program established for the purpose of providing retirement benefits for its participants or their beneficiaries, by the purchase of insurance or annuity contracts or otherwise. This includes any profit-sharing plan providing benefits at or after retirement.

The legislation requires the administrator of a welfare or pension benefit plan to publish a description of the plan and an annual financial report. The "administrator" is the person or persons designated by the plan or the collective agreement as being responsible for the ultimate control of the money received, or, if no such person is designated, the person or persons actually having this responsibility.

A description of every plan must be published within 90 days after the act comes into effect, or within 90 days after the plan is established, whichever is later. It must be signed and sworn to by the administrator and must give the names and addresses of these persons, their position in the company or union, if any, and any other position or employment they hold. The name, address and description of the plan must also be given and the type of administration. If there are trustees other than those persons defined as the administrator, their names and addresses must be stated. A copy of the plan must be included, or, if the plan is mentioned in a collective agreement, this fact must be stated and a copy of the agreement included.

The description must give the source of the financing of the plan and the identity of any organization through which benefits are provided. It must state whether the

records are kept on a calendar year or on a policy or other fiscal year basis, and must give the date the policy or other fiscal year ends. Procedures to be followed in presenting claims for benefits, and the remedies available under the plan where claims have been denied either in whole or in part, must be described. Any amendments to the plan making changes in the information included in the original description and not required to be included in the annual report must be added to the description when they come into effect.

Annual financial reports signed by the administrator must be published within 120 days after the end of each calendar year or fiscal year on which records are based. The report must contain a summary statement of the assets, liabilities, receipts and disbursements of the plan and must specify the number of employees covered, the amounts contributed by employers and employees, and the amounts paid out in benefits. There must also be a detailed statement of the salaries, fees and commissions charged to the plan, specifying the amounts of these, the recipients, and the purpose for which they were paid.

All this information must be sworn to by the administrator or certified by an independent public accountant based upon a comprehensive audit conducted in accordance with accepted standards of auditing. The act states that this does not require an audit of the records of any institution providing insurance or investment for the plan if its books are subject to examination by any agency of the federal Government or the government of any state.

If the plan is unfunded, the report need include only the total benefits paid and the average number of employees eligible for participation during the past five years, broken down by years. If applicable, there should be a statement that claims under the plan may be paid only from the general assets of the employer.

If some or all of the benefits under the plan are provided by an insurance carrier or other organization, the annual report must specify the premium rate and the total premiums paid to each organization, the approximate number of persons covered by each class of benefits, and the total claims, dividends and other sums paid by each organization. In addition, any amounts held to provide benefits after retirement and the remainder of the premiums must be shown.

The names and addresses of the brokers or agents to whom commissions or fees were paid must be stated, as well as the amount paid to each and the purpose for which it was paid.

If the insurance company concerned does not keep separate records for the various groups it serves, it will be sufficient to publish a statement as to the basis of its premium rate, the total amount of premiums received from the plan, a copy of the insurance company's financial report, and a detailed statement of any specific costs incurred by the company in connection with the plan.

Special details are required in connection with the manner in which the fund is invested. The report must describe the type and basis of funding, actuarial assumptions used, and the number of employees both retired and non-retired covered by the plan. Where the plan is funded either in whole or in part through a contract with an insurance carrier, the report must show, except for benefits completely guaranteed by the carrier, the amount of current and past service liabilities based on those actuarial assumptions, and the amount of all reserves accumulated under the plan.

Where the plan is funded through a trust, the report must also include a statement showing the assets of the fund broken down by types, such as investment in government bonds and other bonds and in corporate stocks. The assets must be valued on the basis regularly used when reporting to the United States Treasury Department, or if such reporting is not required, at the aggregate cost or present value, whichever is lower. A detailed list of all investments in securities and properties must also be included. Any loans made to the employer or union or any trustee or officer of the fund must be reported, stating the terms of each loan and the name and address of the borrower.

If the plan is unfunded, the only information required is a statement of the total benefits paid to retired employees for the past five years, broken down by year.

Copies of the description of the plan and of the latest annual report must be available in the main office of the plan for examination by any participant or beneficiary. The administrator must send a copy of the description and a summary of the latest annual report to any participant or beneficiary who requests this in writing.

Two copies of the description of a plan and of every annual report are to be filed with the Secretary of Labor and made available for examination in the public document room of the Department of Labor. The Secretary of Labor is required to prepare forms for these descriptions and annual reports and to make them available to the administrators of employee welfare and pension plans on request.

The penalty for wilful violation of the requirement to publish these documents is a fine of up to \$1,000 or a prison term of not more than six months. United States district courts are given jurisdiction to restrain violations of the Act for cause shown.

If an administrator refuses to make public the reports within 30 days to any participant or beneficiary who has made a written request, he becomes liable to pay the participant \$50 a day, plus court costs. Any participant or beneficiary may take action to recover this penalty in a court of competent jurisdiction.

False statements in any document sworn to by the administrator of a plan will make him subject to prosecution by the federal Government on a charge of perjury.

The act states that in the case of a welfare or pension plan covering employees in two or more states, no state law can require the publication of information to duplicate the information required by this federal law, provided that copies of the documents are filed with the state agency concerned and are distributed to participants and beneficiaries as may be required by state law. However, any state is free to obtain additional information on employee welfare and pension plans and to regulate them in other ways.

The enforcement provisions contained in the bill as finally passed by Congress are considerably different from those in the original Senate bill. The Senate bill put

the duty of enforcing the disclosure requirements on the Secretary of Labor, giving him wide powers to make investigations and issue orders. The House of Representatives shifted the responsibility of enforcement from the Secretary to the employees participating in welfare plans, chiefly on the grounds that government supervision would be too expensive and time-consuming. It was also felt that the Senate bill provided for unduly severe penalties and could result in prosecution for innocent mistakes.

Before passage of the bill, employers sought to have all welfare plans administered by employers exempt from the disclosure legislation. They maintained that Congressional investigations had revealed abuses only of union-administered funds, and argued that disclosure of the operations of their welfare funds would violate professional confidences in the field of fund investment. The bill as passed covers all pension and welfare plans regardless of the type of administration.

Before the adjournment of Congress, the view was expressed in both Houses that this measure is only a first step in the regulation of employee welfare and pension funds. A Republican Senator announced his intention to propose that the Senate Labor Committee or a joint committee of the two Houses be authorized to study the reports filed with the Secretary of Labor under the new act in order to compile information that would enable Congress to establish more adequate legislation in this field.

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## Industrial Fatalities in Canada during Second Quarter of 1958

Deaths from industrial accidents\* increased by 55 from the previous quarter. Of the 297 fatalities in the April-June period, 75 occurred in construction industry, 44 in transportation and 39 were in mining

There were 297\* industrial fatalities in Canada in the second quarter of 1958, according to the latest reports received by the Department of Labour. This is an increase of 55 from the previous quarter,

\*See Tables H-1 and H-2 at back of book.

The number of industrial fatalities that occurred during the second quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 74 fatalities for which no official reports have been received.

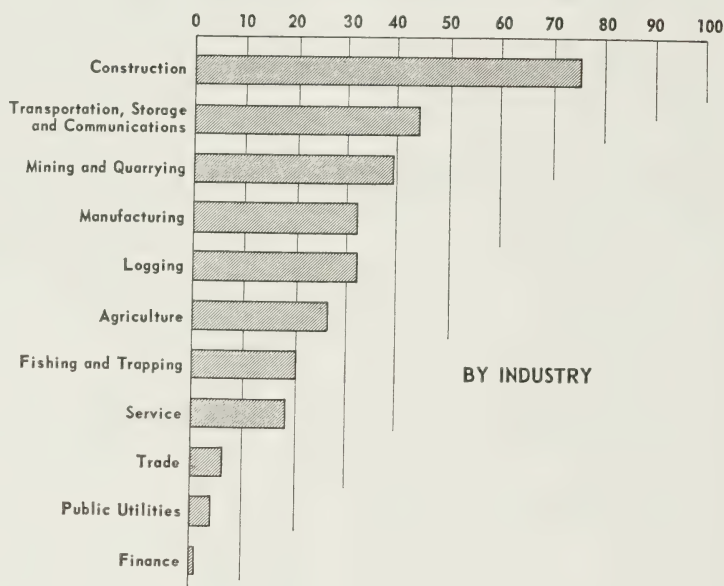
in which 242 were recorded, including 30 in a supplementary list.

During the second quarter there were six accidents that resulted in the deaths of four or more persons in each case. Eighteen construction workers were killed June 17 at North Vancouver, B.C., when a bridge under construction collapsed dropping them into the water. A fire on board a trawler off the coast of Nova Scotia resulted in the deaths of seven fishermen on April 30. Four of the men were drowned when the lifeboat used to leave the burning

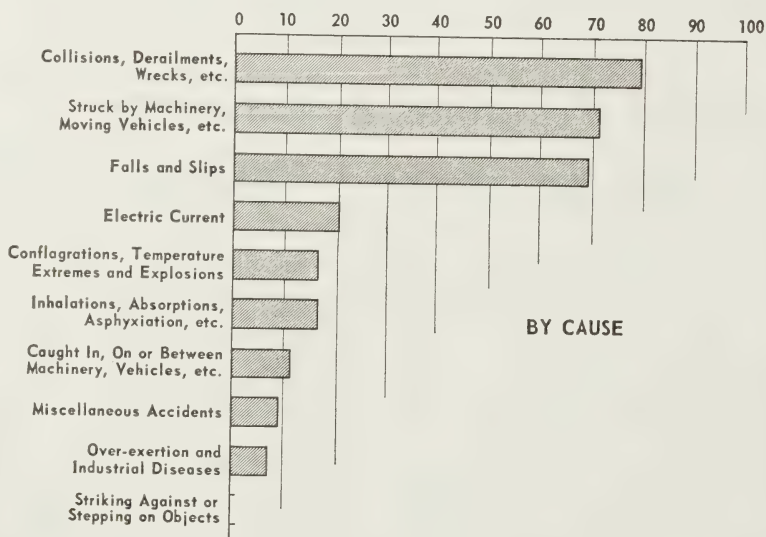


# INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1958



BY INDUSTRY



BY CAUSE

Source: Economics and Research Branch, Department of Labour.

601-REU

vessel capsized and the other three died from exposure. Five Royal Canadian Mounted Police officers were drowned in Lake Simcoe, Ont., on June 7, when the motorboat they were using on a night patrol capsized during a storm.

There were three accidents that cost the lives of four persons in each case. On April 14, four loggers were drowned in Georgia Strait, B.C., when the barge *Daryl D* sank during a storm. Four men employed on a construction project were electrocuted at Warren, Ont., on May 26, when the scaffold on which they were working contacted a high voltage wire. On May 24, four railway employees were killed at Pointe Au Baril, Ont., when a through train collided with the caboose of a work train.

Grouped by industries (see chart p. 1132), the largest number of fatalities, 75, was in construction. This figure includes 37 in highway and bridge construction, 23 in miscellaneous construction and 15 in buildings and structures. In the same period last year, 81 fatalities were recorded in this industry: 29 in buildings and structures, 27 in miscellaneous construction and 25 in highway and bridge construction. During the first quarter of 1958, 58 fatalities were listed: 25 in highway and bridge construction, 20 in miscellaneous construction and 13 in buildings and structures.

During the quarter, accidents in the transportation industry resulted in the deaths of 44 persons, including 17 in steam railways and 12 in each of the water transportation and local and highway transportation groups. For the same period last year, 51 deaths were reported; of these, 18 occurred in water transportation, 12 in steam railways and 8 in each of the air transportation and local and highway groups. During January, February and March of this year, 22 deaths were recorded, of which 9 were in steam railways and 8 in local and highway transportation.

Mining accidents caused the deaths of 39 persons, 27 occurring in metalliferous mining, 8 in coal mining and 4 in non-metallic mineral mining. During the same period last year, 38 fatalities were recorded in this industry. These included 26 in metalliferous mining, 7 in coal mining and 5 in non-metallic mineral mining. In the first quarter this year, 38 deaths were reported:

21 in metalliferous mining, 10 in non-metallic mineral mining and 7 in coal mining.

In manufacturing there were 32 fatalities; of these 7 were in iron and steel, 6 in transportation equipment and 5 in each of the wood products and paper products industry groups. For 1957's same period, 51 deaths were reported, including 12 in both the iron and steel and wood products group and 5 in each of the transportation equipment and non-metallic mineral product groups. Work injuries during January, February and March 1958 resulted in the deaths of 41 persons, of which there were 11 in each of the wood products and iron and steel groups and 7 in the transportation equipment industry.

Accidents in the logging industry resulted in the deaths of 32 persons during the second quarter of 1958, a decrease of 7 from the 39 that occurred during the same period last year. In the first quarter this year, 30 lives were lost in this industry.

There were 26 industrial fatalities in agriculture during the quarter under review, the same number as reported for the same period a year ago. During the first quarter of 1958, accidents in agriculture resulted in 9 deaths.

An analysis of the causes of the 297 fatalities recorded during the quarter (see chart p. 1132) shows that 79 (26 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc.". Within this group the largest number of deaths were caused by automobiles and trucks (27), watercraft (27) and tractors, load-mobles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 71 (24 per cent) deaths were recorded; of these 42 were in the category "other objects," 19 involving "moving vehicles" and 10 were caused by "tools, machinery, etc.". "Falls and slips" were responsible for 68 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario where there were 113. In British Columbia there were 60 and in Quebec 37.

During the quarter under review there were 98 fatalities in April, 92 in May and 107 in June.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For industries such as agriculture, fishing and trapping, and certain service groups, newspaper reports are the Department's only source of information; therefore coverage may not be as complete as for those industries covered by compensation legislation.

# Successful Rehabilitation—XI

Eleventh in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the eleventh in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.*

*It was written by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission.*

The efforts of six agencies or organizations were pooled to bring about the successful rehabilitation of a tradesman afflicted with a disease that is almost always accompanied by tragedy—alcoholism.

The man was a carpenter who because of his continuous and heavy drinking had lost one job after another, as well as his confidence and self-respect, his friends and, finally, his wife and family. His family had been placed in the care of the Children's Aid Society; he had been arrested and imprisoned many times; he had been unable to keep the many jobs that had been found for him through the regular channels of the National Employment Service.

Once more he was brought before a magistrate, who asked if there were any good reason why the man should not be sent to penitentiary. The probation officer sought an answer from an NES special placements officer, brought in because the regular NES channels had proved unable to be of any more help, who recommended that the man attend the clinic for alcoholics in Toronto. When the Magistrate asked him whether, voluntarily, he would take treatment at the clinic he agreed.

When he returned from Toronto and announced that he was cured and looking for a job, the Special Placements Officer first advised him to get in touch with the local Alcoholics Anonymous branch, which was scheduled to meet the following evening. The NES officer wanted the man to meet friends who could help him to keep away from liquor and from the danger of slipping back into his old habits. Also, the Special Placements Officer wanted the man to make an effort to help himself.

When the man reported back to the National Employment Office that he had attended the "AA" meeting and would continue his association with "AA", the NES officer soon ran into difficulty during interviews which followed, when it came to light that the carpenter was deeply in arrears

to his Union, and was ashamed to approach his former union brothers. Without a union card he would have difficulty accepting any carpenter work in the area.

Moreover, he hadn't even enough money to buy working clothes and was deeply worried about not being able to feed his large family.

The Special Placements Officer then spoke with officials of three groups: the John Howard Society, the Welfare Department, and the local Carpenters' union. The John Howard Society provided money for working clothes; the Welfare Department assured that the man's family would be provided for until he had a job. The secretary of the union asked for a letter outlining the situation that could be reviewed by the union's board of stewards. When the NES officer wrote the letter he spoke of the opportunity presented in this case for the union to help a fellow tradesman.

Meanwhile, during the few days before an answer could be expected from the union, the man was advised to see his parish priest.

A couple of days later, now provided with working clothes, he was referred by NES to a temporary job which would be helpful until word was received from the union.

Then the answer came: the union recognized its responsibility to a former member, and reinstated the man for a three-month probationary period, spreading the payments of arrears over a long period so that they wouldn't cause his family any hardship.

Now, once again he was able to do the skilled work for which he was trained. While depressed conditions in construction at the time kept him from this work for a short period, the NES office found suitable carpenter employment for him, and he is happily pursuing his chosen trade today. He is also attending his "AA" meetings regularly, going to church with his family, and finding a place for himself in community affairs.

Successful rehabilitation in this case called for the co-operation of six agencies or organizations: the John Howard Society, Alcoholics Anonymous, the city's Welfare Department, the Brotherhood of Carpenters and Joiners, the church, and the Special Placements Division of the National Employment Service.



# International Northern Great Plains Conference on Rehabilitation

Research in all phases of rehabilitation, especially in pre-vocational testing and evaluation, is now major need, Cleveland doctor declares

Research in all phases of rehabilitation was now a major need, particularly in prevocational testing and evaluating, and in predicting motivation, delegates to the Eighth Annual International Northern Great Plains Conference on Rehabilitation and Special Education were told. The conference was held at Saskatoon.

Dr. Mieczyslaw Peszcynski, Chief of the Department of Physical Medicine and Rehabilitation, Highland View Hospital, Cleveland, Ohio, also told the conference that the field of rehabilitation had matured and must now evaluate and criticize its own work. He stressed the need for the co-ordination of services and improvement in inter-professional communication. The shortage of qualified personnel was cited by Dr. Peszcynski as a leading factor impeding progress at the present time.

\* \* \*

In Newfoundland a series of weekly radio talks on the problems of the handicapped is being broadcast by a St. John's radio station. The series was arranged by the Provincial Co-ordinator of Rehabilitation.

The series, called "The Other Worker," presents talks by representatives of voluntary agencies and government departments, and other individuals interested in rehabilitation. Interviews with handicapped persons and employers who have disabled workers on their payroll are planned.

\* \* \*

The Canadian Welfare Council in a policy statement entitled "Social Security for Canada" includes the following:

"Another major objective of a social security program should be to help employable persons maintain or regain the ability to be self-supporting, and to help handicapped persons to develop abilities which would permit their entry into gainful employment."

Under what it terms "basic considerations for a public assistance program," the Council's statement says:

"The number of persons requiring public assistance should be reduced as much as

possible, both through the adoption of preventive measures and through the development or expansion of social insurance and/or statutory welfare payments. The importance of prevention cannot be too strongly stressed. Preventive measures should include maintaining a high level of employment, employment policies that encourage the hiring of people of mature years, retirement measures that will allow people to work beyond the usual retirement age, vocational guidance and training, and the rehabilitation of the disabled...

"One of the objectives of a public assistance program, as of all social welfare measures, should be to enable people to live as normal lives as possible. Programs, therefore, should make available such health and social services as may contribute to rehabilitation and prevent further development of the factors that contribute to dependency, such as ill health, lack of occupational skills, poor personal relationships, or bad family management. In any consideration of, or planning for, public assistance, adequate recognition should be given to these related services, which are an integral and essential part of a total program."

\* \* \*

Ottawa Neighbourhood Services has announced that it will erect another building. This will be the second new building for the Services within a two-year period. Approximately 65 handicapped persons are currently employed in its workshops.

In Montreal a new organization, the "Association of Blind Workers of Montreal", has been formed. In collaboration with the Canadian National Institute for the Blind, the new group will seek to find more and better jobs for the blind and to prove that a blind worker can do a job with great ability if given the opportunity."

\* \* \*

At Fredericton the Kinsmen Club presented a \$1,500 cheque to the Forest Hill Rehabilitation Centre. The money will be used to furnish two rooms at the Centre.

## Change in Women's Employment Situation, July 1957 to July 1958

The Dominion Bureau of Statistics recently reported that "employment for men at July 1, 1958 was 5 per cent lower than at July 1, 1957. Employment for women was down 2 per cent over the year."\* At first glance this seems to contradict the figures from the regular monthly labour force sample survey, which show an over-all increase in female employment of 57,000 between July 1957 and July 1958.

It should be pointed out that the figures on employment and payrolls are as reported by employers of 15 or more persons, and they do not include agriculture. With the exception of agriculture, the figures from the Labour Force Survey as well as employment and payrolls data show that industries with a higher level of employment in July 1958 than a year earlier recorded gains for both men and women whereas those that were down were down for both sexes.

The gains were in service, trade, finance and public utilities. According to the Labour Force Survey, by far the greatest rise was in the service industry, which accounts for roughly one fifth of the total working force. Because more than 40 per cent of all women workers are in the service industry as against 14 per cent of working men, an increase in the number of service jobs makes a greater impact on the employment situation of women than of men.

The big drop in number of persons with jobs took place in manufacturing. Women as well as men were affected. In fact the percentage drop was greater for women.

In agriculture the sexes exhibited quite distinct patterns of employment: female employment was up 23,000 while employment of men fell by 50,000. Since agricultural workers make up a much higher proportion of the male than of the female labour force, the drop in agriculture alone was equal to 70 per cent of the 72,000 decrease in total male employment. The change in the opposite direction for women meant that 40 per cent of the 57,000 increase in employment of women was attributable to agriculture. The service industry provided by far the greatest addition to jobs for women; agriculture provided the next most important addition.

Because a high proportion of service workers are employed in establishments where there are fewer than 15 workers, the report on employment and payrolls deals with only a fraction of the number in this industry as reported in the Labour Force Survey. Many factory workers are also in establishments too small to report.

The subdividing of data on employment and payrolls helps to throw light on why the increase in women employed in the service industry swells the labour force totals more than those on employment and payrolls. Hotels and restaurants account for more than half of the workers in the service industry reported in *Employment and Payrolls*. In this segment of the industry men outnumber women somewhat, but the difference is not great. In laundries there are nearly twice as many women as men but in the recreational and business services men far outnumber women; employment in these services has increased 17 per cent as against less than 5 per cent for the service industry as a whole. This helps to explain why the percentage increase in employment in the service industry as reported in *Employment and Payrolls* is somewhat greater for men than for women, while the labour force figures show a gain for women of 7 per cent as against just 2 per cent for men.

Among the main reasons, therefore, for the discrepancy between the two sets of figures are the fact that reports on employment and payrolls come from employers of 15 or more (which excludes a higher proportion in the service industry, for example, than in others), and they do not include agriculture.

The change in the women's employment situation between July 1957 and a year later may be summarized as follows: there was a considerable drop in the number of women with jobs in manufacturing; except for the service industry, which provided by far the greatest addition to jobs for women, increase in farm work was the most important factor in the over-all rise in female employment. Since agricultural workers are not reported in *Employment and Payrolls* it showed a net drop in employment of women.

\**Employment and Payrolls*, July 1958, p. 3.

## 50 Years Ago This Month

**W. L. Mackenzie King retires from post of Deputy Minister of Labour to seek election as Member of Parliament. Prime Minister reveals that Government considering establishment of a separate Labour portfolio**

The resignation of W. L. Mackenzie King from the post of Deputy Minister of Labour during the previous month was reported in the *LABOUR GAZETTE* of October 1908. Mr. King, who had been Deputy Minister since the Department was established in 1900, gave as his reason for resigning his intention of running for election as Liberal candidate in his native constituency of North Waterloo.

In the course of his reply to Mr. King's letter of resignation, the Minister, Hon. Rodolphe Lemieux, said: "I am satisfied that your career of usefulness has but commenced, and that our common country will get great good from this bold and original step which you have taken."

The 24th annual convention of the Trades and Labour Congress of Canada, held in Halifax in September, was reported at length in the October 1908 *LABOUR GAZETTE*. Every province except one had been represented. The delegates numbered 91; 34 representing 19 Trades and Labour Councils and 57 representing 47 trade unions.

In its summary of the report of the TLC executive, the *LABOUR GAZETTE* said: "The hope was expressed that the present time will witness the union of all workers to place labour members on the floor of Parliament".

The report of the executive referred to the large influx of immigrants during the year, and reaffirmed its previous stand on the question. It also referred to the good results of the work of a representative who had been sent by the Congress to Great Britain to acquaint prospective emigrants with labour conditions in Canada. Later the convention decided to ask for a contribution of 10 cents per capita from local unions to enable the executive to send another representative.

Resolutions adopted by the convention included one which approved restrictions on immigration from the Orient.

Another resolution asked that the trades immediately affected by the Industrial Disputes Investigation Act be requested to submit to the executive council their suggestions for "amendments to make the bill effective from the working class standpoint," that the executive council should endeavour

to get the Government to enact the amendments suggested, and that if the Government refused to do this the Congress should take a referendum of the trades affected on the advisability of repealing the Act.

Other resolutions passed asked for:

—Measures for more effective enforcement of fair wage schedules in government contracts.

—An immediate increase in the pay of letter carriers "in keeping with present conditions".

—The setting aside by the respective governments of enough land in every province to provide funds for a supply of free school books, such land to be "held in perpetuity as public property".

—The establishment by the Government of Canada of an old age pension fund.

—The executive for Quebec to be instructed to start an agitation to force the provincial government to grant free education.

—The abolition of the requirement of a \$200 deposit by candidates for election to the House of Commons.

Wage rates were generally stationary during September 1908, but on the whole they were lower than at the same time the year before. However, a number of mechanics and labourers employed by the provincial Government at Quebec City had their wages increased from a range of \$8.75 to \$10.50 to a range of \$10.50 to \$12.25 a week.

On September 21 the first section of the Grand Trunk Pacific Railway completed for traffic was formally opened at Winnipeg. This section ran from Winnipeg to Wainwright, Alta., a distance of 666 miles. At the outset three trains a week each way were to be run by the construction company which still controlled the line. The Moose Jaw-Edmonton line of the CPR was also opened during September.

Speaking at Berlin, Ont., on September 24, the Prime Minister, Sir Wilfrid Laurier, said: "The time has come when the Government feels that it should create a department of labour". He said he intended to submit the question to his colleagues "and the representatives of the people of Canada in Parliament".





At the beginning of this year a carefully-planned safety campaign was put into operation at the St. Thomas, Ont., plant of Canada Iron Foundries. The campaign was effective from the very start—in April, the Secretary of the Safety First Committee, T. H. Wood, was able to report that there had been only three lost time accidents, compared with 10 in the same period in 1957, while accidents requiring medical attention had dropped from eighteen to ten.

All plant employees at Canada Iron Foundries have been divided into six groups of equal size, the assignments being made in such a way that plant hazards are shared as equally as possible. The six groups thus have an equal chance of achieving a safety record.

In effect, these six groups compete against each other every month for the honour of the plant safety record and for the cash award that goes with it.

Each group starts the month with 1,000 points, and points are deducted whenever a member incurs a penalty. A daily record of the standings of the six groups is kept on a large notice board within the plant and each day a plant employee, whose clock number is posted, is responsible for bringing the board up to date.

A group loses points for any of the following reasons:

1. Compensation case—5 or more days lost—150 points
2. Lost-time accident—1 to 4 days lost—100 points
3. Failure to report an accident immediately—100 points
4. Medical aid requiring treatment by a doctor—50 points
5. Failure of a group leader to attend a Safety First meeting—50 points
6. Failure to carry out instruction given by a doctor or nurse—25 points
7. Failure to change the Work Safety Record Board—25 points

The group which ends each month with the fewest penalties—that is, with the highest number of points—wins a cash award of \$30. A group member found not wearing the prescribed safety shoes or safety glasses is not eligible for a share in his group's winnings. Each month the com-

pany also awards a \$10 cash voucher to the member of an employee's family who can repeat the safety slogan for that particular month, when asked for it by telephone. In this way, the company hopes to extend the idea of safety first beyond the plant to the home of all employees.

A representative from each group is appointed to the plant Safety Committee. Appointments are for a six-month term, and are rotated among the members of the group.

Three of these group leaders carry out a weekly inspection of safe working conditions in each department and a report of this inspection is circulated to the various shop supervisors for their attention.

The safety campaign at Canada Iron Foundries has the full support and co-operation of local 4815 of the United Steelworkers of America, which represents the employees.

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After careful study over the past several months by the management of North Western Pulp and Power Ltd., Hinton, Alta., and the officers of Local 855 of International Brotherhood of Pulp, Sulphite and Paper Mill Workers, it was decided to form a Mutual Interest Board as another medium to weld together the good employer-employee relations existing at this time.

The Board makes possible the active participation of employees in plant operations.

The purpose of the Mutual Interest Board is to promote such matters as improvement of company services, safety, good public relations, recreation and social programs, lower operation costs, less tardiness, less waste, less damage to equipment, and good housekeeping.

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A new booklet, *Teamwork in Action*, has been released by the Labour-Management Co-operation Service and is available to interested parties through field representatives of the Service or directly from Ottawa.

The booklet deals with the practice of joint consultation in six Canadian companies as described in various issues of *Teamwork in Industry* during 1957.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and other Proceedings before the Canadian Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued five certificates designating bargaining agents and ordered one representation vote. During the month the Board received ten applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

### Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of office, general service, radio and television employees of Northern Radio-Radio Nord Inc., employed by the company at its head office in Rouyn, and at stations CKRN and CKRN-TV in Rouyn, CKVD in Val d'Or, and CHAD in Amos, all in Quebec (L.G., Aug., p. 881).

2. Canadian Guards Association, on behalf of a unit of security guards below the rank of sergeant employed by Canadian Arsenals Limited at Long Branch, Ont. (L.G., Aug., p. 881).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by Northumberland Ferries Limited, Charlottetown, P.E.I., on ferries operating between Wood Islands, P.E.I., and Caribou, N.S. The Seafarers' International Union of North America intervened. (L.G., Sept., p. 980).

4. Elliot Lake—Stanleigh Office Workers' Union, Local 1574 of the Canadian Labour Congress, on behalf of a unit of office and technical employees of the Stanleigh Uranium Mining Corporation Limited at Elliot Lake, Ont. (L.G., Sept., p. 980).

5. Quirke Lake—Can-Met Office Workers Union, Local 1575 of the Canadian Labour Congress, on behalf of a unit of office and technical employees of Can-Met Explorations Limited at Quirke Lake, Ont. (L.G., Sept., p. 980).

### Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, Canadian National Railways (Newfoundland District), respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Aug., p. 882). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: W. L. Taylor).

### Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Husband Transport Limited, operating in and out of its Montreal terminal (Investigating Officer: C. E. Poirier).

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Air Lines Ltd., St. Jovite, Que. (Investigating Officer: C. E. Poirier) (see Applications Withdrawn).

3. The Association of Drivers of Canadian Coachways Ltd., on behalf of a unit of bus drivers employed by Canadian Coachways Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by Dawson & Hall Limited in the Yukon Territory (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

5. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed in the Yukon Territory by the John A. MacIsaac Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

6. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Company Limited in the Yukon Territory (Investigating Officer: D. S. Tysoe).

7. District 50, United Mine Workers of America, on behalf of a unit of employees of AMF Atomic (Canada) Limited, Port Hope, Ont. (Investigating Officer: T. B. McRae).

8. Western District Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of T. Connors Diamond Drilling Co. Ltd., employed in the Yukon Territory (Investigating Officer: D. S. Tysoe).

9. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Air Lines Ltd., St. Jovite, Que. (Investigating Officer: C. E. Poirier).

10. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed by Gill Interprovincial Lines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch, also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907, until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The Territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



## Applications for Certification Withdrawn

1. Automotive Lodge 1857, International Association of Machinists, applicant, and Gill Interprovincial Lines Ltd., Vancouver, respondent (L.G., Sept. p. 980). (A new application affecting this same unit of employees was submitted later in the month.)

2. Hotel and Restaurant Employees' and Bartenders' International Union, Local 28, applicant, and Canada Railway News Company Limited, respondent (Great Northern Station, Vancouver) (L.G., Sept., p. 980).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, and Wheeler Air Lines Ltd., St. Jovite, Que., respondent (see Applications Received, item 2; a new application affecting this same unit of

employees was submitted later in the month).

## Application for Revocation of Certification

Members of bargaining unit employed on *MV Imperial Namu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent (Investigating Officer: D. S. Tysoe). The application was for revocation of the certification issued by the Board May 28, 1957, to the Seafarers' International Union of North America, Canadian District, in respect of a unit of unlicensed employees, including cooks, employed by the company aboard the vessels named (L.G., July 1957, p. 840).

# Cconciliation and other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During August, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Smith Transport Limited and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. Trépanier).

2. Superior Cartage (Lakehead) Limited and Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

3. Canadian Broadcasting Corporation (Building and Maintenance Employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Hill the Mover (Canada) Limited, Ottawa, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Hill the Mover (Canada) Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

## Settlements by Conciliation Officers

1. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 980).

2. B.C. Airlines Limited, Vancouver, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 882).

3. Union Steamships Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. p. 882).

4. Radio Roberval Inc., and the Syndicate of Employees of CHRL (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 882).

5. Stanleigh Uranium Mining Corporation Limited, Algoma, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

## Conciliation Boards Appointed

1. Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (L.G., Aug., p. 882).

2. Robin Hood Flour Mills, Limited, Calgary, and United Packinghouse Workers of America, Local 326 (L.G., July, p. 755).

3. Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and Local 507, International Longshoremen's and Warehousemen's Union (L.G., June, p. 629).

4. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 980).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (see above) was fully constituted in August with the appointment of Dean G. P. R. Tallin, QC, Winnipeg, as Chairman. Dean Tallin was appointed on the joint recommendation of the other two members, Harold J. Riley, QC, and Alistair Stewart, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326, (see above) was fully constituted in August with the appointment of Irwin A. Blackstone, Calgary, as Chairman. Mr. Blackstone was appointed by the Minister in the absence of a joint recommendation from the other two members, Hugh John MacDonald, MLA, QC, and Robert Scott, both of Calgary, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., Sept., p. 981) was fully constituted in August with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister

in the absence of a joint recommendation from the other two members, G. C. Richardes, Windsor, Ont., and Gordon Milling, Toronto, who were previously appointed on the nomination of the company and union respectively.

## Board Reports Received during Month

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited, and La Verendrye Line Ltd.) and National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 756). The text of the report is reproduced below.

2. Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, and Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 630). The text of the report is reproduced below.

## Strikes following Board Procedure

1. Newfoundland Employers Association Limited, St. John's, and Longshoremen's Protective Union (L.G., Sept., p. 983). Employers declared suspension of general cargo shipping at St. John's effective August 21, 1958.

2. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., Sept., p. 992). Stoppage of work occurred August 21.

# Report of Board in Dispute between

Association of Lake Carriers  
and

National Association of Marine Engineers of Canada, Inc.

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter presents herewith its unanimous report.

The Board was composed of H. Carl Goldenberg, QC, chairman; Francis Gerity, nominee of the employee; and Colin A. Gravenor, nominee of the bargaining agent.

Proceedings before the Board opened in Montreal on May 28, 1958, and were concluded on June 11, 1958. Each party presented its case at length and was afforded an opportunity for rebuttal.

The Board finds that the parties reached agreement or understanding with respect to a number of demands made by the union and that 10 matters remain in dispute.

Having heard and examined the submissions of the parties, the Board finds and recommends on the said matters as is hereinafter set out.

## PART I

### General Considerations

In its consideration of and recommendations upon the several proposals put forward by the union, the Board has found it

necessary to consider the status and general position of the engineer officers serving on a vessel. This arises out of an inconsistency between the union's claim in respect of the status of its membership and some of its proposals which in fact deny the status claimed.

The engineer officer is not just another employee of the shipowner. His position must be one of responsibility since, in any case, this is assigned by the provisions of the law. Before an engineer officer can achieve status he must possess a certificate of the proper class, as set forth in appropriate enactments of the Parliament of Canada. The conduct and ability of an engineer officer may be made the subject of an inquiry as to his competency, misconduct or default while serving as an officer on board a Canadian ship. As a holder of such a certificate he may find it cancelled or suspended if he is found wanting in these respects.

In addition to the responsibilities assigned by law, an engineer officer is in fact in charge of machinery during his watch and, as such, responsible for his performance and for the work of the unlicensed personnel under his supervision. In the carrying out of any necessary work upon the ship's machinery, not only are his own skills directly involved but he must direct other personnel and labour. Accordingly, his work and status are not in the same category as in the case of the unlicensed personnel.

In coming to its several recommendations, the Board has borne these facts in mind. Any other consideration of their problems would lead to engineer officers being categorized merely as mechanics under the direction of a chief engineer.

The Board has also found it necessary to consider the general situation of the Great Lakes shipping industry in the light of the approaching completion of the St. Lawrence Seaway. In this connection it has taken cognizance of the report of the Royal Commission on Coasting Trade, which was recently tabled in the House of Commons. It draws particular attention to the following paragraph appearing on page 107 of the report.

The greatest concern expressed was with respect to the future of Canadian registered lakers in competition for inland bulk cargoes, including the inland movement of grain destined for export. The trades at stake are both coasting and international. *The fears appear justified.* Under present tax structures, a specialized ocean-going bulk carrier on U.K. registry may have an advantage not

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the National Association of Marine Engineers of Canada, Inc. and the Association of Lake Carriers, Montreal (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamships Limited, Upper Lakes & St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited, La Verendrye Line, Ltd.).

The Board was under the Chairmanship of H. Carl Goldenberg, Q.C., Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, nominees of the association and union respectively.

The text of the report is reproduced here.

only over a Canadian registered laker built in Canada but also over one built in the United Kingdom or otherwise acquired at comparable costs. While existing lakers would be operated for their remaining useful life, competition may force Canadian operators to arrange in future for the seasonal chartering of suitable United Kingdom vessels built for the purpose.

(The emphasis is ours.)

Our analysis of the situation leads us to conclude that the industry and, therefore, its employees face an uncertain future, which lends emphasis to the difficulties with which we have been confronted. This uncertainty arises from the competition which is in prospect from ships of Commonwealth and foreign registry. It must be conceded that these ships can be built and operated at substantially lower cost than the ships of the Association of Lake Carriers. The employer has not hitherto had to meet such competition except from such small vessels as have been able to pass through the St. Lawrence canal system, a requirement that severely restricted their carrying capacity.

Stability with its necessary ingredient, labour peace, is considered by the Board to be essential at this time. The Board recognizes the fact that the employees have made very substantial progress in wages, hours, and working conditions during the past few years. It is of the opinion that some of the further objectives which they may seek would be better deferred until the employer has had an opportunity to prepare to meet the anticipated competition. Among the problems which the employer faces are the tolls which will be charged for the use of the Seaway and the requirement



of considerable financing to build replacements for obsolete ships which cannot be expected to use the new facilities economically. There are also other problems to be solved.

WE ARE, THEREFORE OF THE OPINION THAT THE INDUSTRY AT THIS STAGE MUST BE ASSURED OF A MINIMUM PERIOD OF STABILITY AND THAT THE MINIMUM IS AT LEAST TWO YEARS. ACCORDINGLY:

- (1) We recommend a two-year collective agreement, and this recommendation is basic.
- (2) We must also emphasize that our recommendations which now follow, considered as a whole, are, in our opinion, the maximum concessions that each party can fairly be asked to make at the present time.

## PART II

### Principal Issues

#### *Hours of Work*

The union demands a normal work week of 5 days of 8 hours each, Monday through Friday, and compensatory payment for all hours worked in excess of 40 hours per week. The employer submits that the nature of the operation on the Great Lakes makes it physically impossible to inaugurate a regular 40-hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that 3 important facts emerge, of which it must take cognizance:

First: The industry is a seasonal one having some 8 months of the year in which navigation can be safely conducted, although the period of employment of the engineer officer is longer than that of the unlicensed personnel. Even where the full season of navigation is available to the employer, cargoes do not always offer so as to enable the ships to be continuously employed.

Second: The nature of the cargo carried, together with the methods of loading and discharge, make rapid turnaround at terminal ports a prime consideration of efficient management.

Third: It appears to us to be impossible for an owner operating on the Great Lakes to schedule his operation in such a way as to reproduce conditions of shore employment to which a 5-day, 40-hour week can be effectively applied. There is, further, an apparent difference between the shipping operation on the Great Lakes and vessels operating in a regular and scheduled ferry

service. In this connection the Board notes that the concluding paragraph of clause 8 ("Rates of Pay") of the last agreement between the parties reads as follows:

It is expressly acknowledged and agreed by and between the parties hereto that the above rates of wages compensate the marine engineer officers for the fact that the nature of the operation of the company's vessels renders it impossible to effect any reduction of actual working hours, notwithstanding that in previous negotiations the association requested a reduction of working hours to forty (40) hours per week; and that the above rates of wages have been granted to and accepted by the association and the marine engineer officers in full satisfaction of all demands for the institution of a forty (40) hour week.

The Board finds that operating conditions on the Great Lakes have not changed since this paragraph was agreed to.

Considering all of the foregoing, as well as the actual and potential competitive aspects of the Great Lakes operation, the Board finds that it cannot approve the union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, having regard to the position of the engineer officer and to the continuity and length of his employment during the navigation season, the Board recommends as follows:

All engineer officers covered by the agreement between the parties shall be entitled to receive 24 days' basic pay in lieu of vacation, instead of 16 days as provided in clause 9 of the last agreement; that for shorter periods of service they shall receive a pro rata payment; and that, if separated from their employment, they shall be entitled to receive their vacation pay regardless of the cause of separation.

#### *Wages*

In the last agreement between the parties wages were on a 30-day monthly basis, 8 hours per day. The union now demands that the monthly wage shall apply to a 5-day, 40-hour week with overtime at increased rates for all work performed in excess of 8 hours per day and on Saturday and Sunday. It was submitted by the employer that the union was in effect demanding an increase of more than 60 per cent. An exhibit filed by one of the companies showed that when applied to its operations the proposed increase ranges from 58.2 per cent to 61.1 per cent. This was not denied by the union.

Having given careful consideration to the submissions of the parties and having examined relevant facts, including existing

wage schedules and earnings and changes in the Consumer Price Index since January 1, 1956, the Board rejects the union's demand and recommends as follows:

The rates of pay of engineer officers shall be increased for each classification by 9 per cent, of which an increase of 5 per cent shall be retroactive to the beginning of the 1958 navigation season and the remaining 4 per cent shall become effective at the beginning of the 1959 navigation season.

With respect to overtime, the Board recommends that in no case shall the overtime rate for engineer officers on an hourly basis be less than that paid to unlicensed engine-room personnel, and that the overtime rates shall provide for appropriate differentials.

### *Manning Scale*

The union has requested that the employer place in effect a minimum manning scale for each vessel as an integral part of the collective agreement. The employer maintains that its ships are more than adequately manned, that it is subject to and bound by the provisions of the Canada Shipping Act, and that the requirements of its underwriters must be met in maintaining adequate insurance to cover the fleets.

The union's proposal is new. There was no provision for a manning scale in previous collective agreements between the parties. The Board finds that the adequate manning of steamships and the efficiency of personnel are generally conceded to be matters connected with the seaworthiness of the ship. In this respect the Board has taken notice of certain statutory provisions enacted by the Parliament of Canada, namely, The Canada Shipping Act, 1952, chapter 29, and The Criminal Code, 2-3 Elizabeth II, chapter 51. The attention of both parties is drawn, more particularly, to Section 407 of the Canada Shipping Act, which reads as follows:

407. (1) Every steamship registered in Canada shall be manned with a crew sufficient from the point of view of safety of life for the purpose of her intended voyage, and shall, during such voyage, be kept so manned.

(2) If any of the provisions of this section are not complied with in the case of any steamship, the owner, if in fault, is liable, in respect of each offence, to a fine not exceeding five hundred dollars, and the master, if in fault, is liable in respect of each offence, to a fine not exceeding two hundred and fifty dollars.

In consideration of the foregoing and of the special provisions of Section 115 (1) of the Canada Shipping Act, which requires that ships be provided with certificated engineers according to a scale set out therein, and of Section 115 (2) of the Act, which requires that there be such number

of engineers as will assure reasonable periods of watch, having due regard to the length of any voyage and other related circumstances, the Board finds that it cannot recommend a minimum manning scale as demanded by the union.

## *PART III*

### *Other Issues*

#### *Pay in Lieu of Vacations*

The union demands that all engineers shall receive 10 per cent of their daily rate for every day of employment with the company.

The Board's recommendation on pay in lieu of vacations is embodied in its recommendation under the heading "Hours of Work".

#### *Statutory Holidays*

The union demands penalty rates for work done on 8 statutory holidays. The Board finds that this would involve a scheduling of steamship operations as in an industrial plant on shore, which is not practical, and, therefore, cannot recommend that this demand be granted.

#### *Guaranteed Season Salary*

The union demands that all engineers shall be guaranteed a minimum of 9 months' work from fit-out to lay-up.

The Board understands that the navigation season for marine engineers is at least nine months and longer in certain cases and does not recommend that the union's request be granted.

#### *Security Watch*

The union demands an additional day's pay during fit-out, lay-up and dry-docking periods, if an engineer is required to remain aboard for security purposes only after completing his 8 hours work or on Saturday and Sunday.

The Board finds that it cannot recommend that this demand be granted.

#### *Premium Rates*

The union demands a premium rate of \$2 per hour for engineers required to work in boilers, furnaces and other enclosed hot space. The Board cannot recommend that this demand be granted.

The union also demands a premium rate of \$2 per day for engineers on vessels carrying explosives in 100 ton lots or over. The Board is advised that agreement on this demand has been reached by the parties and recommends that effect be given to such agreement.

### *Subsistence Allowance*

The union demands that officers be paid \$12 per day for room and board ashore when such accommodation is not available aboard the vessel.

The Board finds that the employer as a general rule pays the bills for reasonable room and board ashore for marine engineers when proper vouchers are produced. While the Board cannot recommend that the union's request be granted, it is of the opinion that the parties can agree on a mutually satisfactory provision with respect to subsistence allowance.

### *Duties Other Than Those of Engineer*

The union demands that engineers shall not be required to perform certain work such as scaling, painting, chipping, firing the boilers, etc., and that if required to perform such duties they shall receive payment on the basis of overtime rates.

The Board notes that Clause 15(b) of the last agreement between the parties reads as follows:

Except in emergency, marine engineer officers will be required to do only the work and perform only the duties normally expected of one of his rank.

It appears to the Board that the matter in issue is properly covered by the wording of Clause 15 of the last agreement combined with the grievance procedure. Upon the representations made, the Board is of the opinion that scaling, painting, and chipping, are not properly duties to be performed by a marine engineer, and that if an engineer is called upon to perform such duties or other duties not properly those of an engineer, he should have recourse to the grievance procedure.

Accordingly, the Board does not find it necessary to recommend a change in the existing provision.

The whole of the foregoing comprising the unanimous report of the Board is respectfully submitted this 30th day of July, 1958.

(Sgd.) H. CARL GOLDENBERG,  
*Chairman.*

(Sgd.) FRANCIS GERITY,  
*Member.*

(Sgd.) COLIN A. GRAVENOR,  
*Member.*

## Report of Board in Dispute between

Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, and Quebec Paper Sales and Transportation Company Limited, Quebec  
and

Seafarers' International Union of North America, Canadian District

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

During August the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Guy Tombs Marine Services Limited, Montreal; Davie Transportation Limited, Montreal; and Quebec Paper Sales and Transportation Company Limited, Quebec.

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, C.A., Quebec, and Bernard Boulanger, Montreal, nominees of the companies and union respectively.

The text of the report is reproduced here.

The Board was composed of—H. Carl Goldenberg, QC, chairman; Marcel Belanger, nominee of the employers; Bernard Boulanger, nominee of the bargaining agent.

Proceedings before the Board opened in Montreal on June 6, 1958, and were concluded on June 25, 1958. Each party presented its case at length and was afforded an opportunity for rebuttal.

At the final hearing before the Board the union reduced its demands to four, covering hours of work, wages and overtime, statutory holidays, and a manning scale. The parties could not reach agreement on these matters.

Having heard and examined the submissions of the parties, the Board finds and recommends on the said matters in dispute as is hereinafter set out.

### *Hours of Work*

The union demands a normal work week of five days of eight hours each, Monday



through Friday, and compensatory payment for all hours worked in excess of 40 hours per week. The employers submit that the nature of their operation makes it physically impossible to inaugurate a regular 40-hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that the industry is a seasonal one having some seven months of the year in which navigation can be safely conducted, and that it appears to be impossible for an owner to schedule his operation in such a way as to reproduce conditions of shore employment to which a 5-day, 40-hour week can be effectively applied. The Board has sought a solution to this problem but has failed to find any.

Considering the foregoing, the Board finds that it cannot approve the union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, the Board recommends as follows:

All employees covered by the agreement between the parties shall be entitled to receive 21 days' basic pay in lieu of vacation, instead of 14 days as provided in clause 8 of the last agreement, and that for shorter periods of service they shall receive a pro rata payment.

In consequence, it is the recommendation of the Board that clause 8 (a) of the last agreement shall be amended by substituting (21) for (14) in the second line thereof, and that clause 8 (b) shall be amended by substituting (21) for (14) in the third line thereof and 21/270ths for 14/270ths in the fourth line thereof.

#### *(a) Wages*

The union demands from the employers the same improvements in wages as it has requested from the Great Lakes shipping industry so that the employees be placed on an equal plane with the seamen on the Great Lakes. It demands that the monthly wage shall apply to a 5-day 40-hour week with overtime at increased rates for all work performed in excess of eight hours per day and on Saturday and Sunday. It was submitted by the employers that the union was in effect demanding an increase of 125 per cent in present wages. It was further submitted by the employers that having regard to their ability to pay, no increase is warranted at the present time. The union took issue with the employers' position.

The Board has given careful consideration to the submissions of the parties. It finds that the employers' operation is very different from that of the Great Lakes shipping industry both in its nature and in its financial results. Accordingly, having examined the relevant facts, including existing wage schedules and changes in the Consumer Price Index since January 1, 1956, the Board rejects the union's demand and recommends as follows:

The rates of pay of the employees covered by the agreement between the parties shall be increased for each classification by 9 per cent, of which an increase of 5 per cent shall be retroactive to the beginning of the 1958 navigation season and the remaining 4 per cent shall become effective at the beginning of the 1959 navigation season.

The employers' nominee on the Board dissents from this recommendation and recommends no increase in wages, as appears more fully from the memorandum of dissent hereinbelow.

#### *(b) Overtime*

With respect to the union's demand for overtime, the Board recommends no change in the provisions of the last contract.

#### *Statutory Holidays*

The union submits that the employees only receive five of the eight statutory holidays recognized by the employers. The Board points out that the union is under a misapprehension in this respect since Saint-Jean Baptiste and All Saints' Day, which fall within the navigation period, were substituted for New Year's Day and Christmas Day in the last agreement.

The union demands that penalty rates be paid for work done on statutory holidays. The Board finds that this would involve a scheduling of the steamship operation as in an industrial plant on shore, which is not practical, and, therefore, cannot recommend that this demand be granted.

#### *Manning Scale*

The union demands that the employers place in effect a minimum manning scale for each vessel as an integral part of the new agreement in order to promote safe working conditions for crew members. The employers maintain that their ships are adequately manned and that they are subject to and bound by the provisions of the Canada Shipping Act.

The Board finds that the adequate manning of steamships and the efficiency of personnel are generally conceded to be matters connected with the seaworthiness of the ship. In this respect the Board has taken notice of certain statutory provisions enacted by the Parliament of Canada, namely, The Canada Shipping Act, 1952,

chapter 29, and The Criminal Code, 2-3 Elizabeth II, chapter 51. The attention of both parties is drawn, more particularly, to Section 407 of the Canada Shipping Act, which reads as follows:

407. (1) Every steamship registered in Canada shall be manned with a crew sufficient and efficient from the point of view of safety of life for the purpose of her intended voyage, and shall, during such voyage, be kept so manned.

(2) If any of the provisions of this section are not complied with in the case of any steamship, the owner, if in fault, is liable, in respect of each offence, to a fine not exceeding five hundred dollars, and the master, if in fault, is liable in respect of each offence, to a fine not exceeding two hundred and fifty dollars.

In consideration of the foregoing, the Board cannot recommend a minimum manning scale as demanded by the union.

The whole respectfully submitted this 31st day of July, 1958.

(Sgd.) H. CARL GOLDENBERG,  
Chairman.

(Sgd.) MARCEL BELANGER,  
Member.

(Sgd.) BERNARD L. BOULANGER,  
Member.

#### MINORITY REPORT

On the question of wages, the employers' nominee cannot share the opinion of his colleagues. He acknowledges their having recognized the particular situation in which the companies involved were finding themselves, in recommending the status quo as to hours of work, the two-watch system, and the difference in wages paid on the Lakes and those paid by the companies concerned.

He is however of the opinion that, in recommending the same percentage increase as that recommended for employees on Lake vessels, the present Conciliation Board does not take into account the evidence of inability to pay which was submitted by the employers involved.

As a matter of fact, the employers submitted that the operation of their vessels was marginal inasmuch as transport costs them more per ton and per cord than it would cost were they to have recourse to the services of their principal competitors, i.e. the goëlette (schooner) and the railway. Moreover, the employers submitted their financial statements, which showed considerable losses. The employers' nominee is afraid that the proposed increase might lead to the eventual abandonment of operations. Already, since the opening of the navigation season, two vessels have had to be laid up for want of work.

For these reasons, the employers' nominee feels in duty bound to recommend no increase. The wages paid by the companies concerned are altogether reasonable and compare favourably with those paid in forestry operations, the main activity of the Donnacona Paper, parent company of Quebec Paper Sales and Transportation Company Limited. They compare even more favourably with the wages paid on the goëlettes where a sailor would not receive more than \$125 to \$150 per month. The age of seamen in the employ of the companies varies from 18 to 25 years and the occupation necessitates no apprenticeship or particular competence.

(Sgd.) MARCEL BELANGER.

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## Minority Report of Board in Dispute between

Certain of the Canadian Railways  
and

17 Unions of Non-Operating Employees

\* *The majority report of the Board covering this dispute was published in the September issue of the Labour Gazette. The minority report was not carried at that time due to space limitations.*

On all issues other than the very important one of wages, the Board is unanimous. To this extent I would like to express my concurrence with the findings and recommendations of the majority report. I regret, however, the necessity for recording, respectfully but firmly, dissent on the basic wage problem. Although there are many, if not

most, portions of the majority report in this area to which I would be prepared to subscribe, I find they justify rather different conclusions. The realities are nonetheless inescapable even if some of them may be unpleasant. To ignore a malady is not to cure it.

In differing with my colleagues, I would like to express my appreciation for their unfailing courtesy, patience and kindness and my admiration for their conscientious devotion to the duties imposed upon them in the course of very lengthy proceedings.

All members of the Board have been most impressed and very much assisted by the very intensive study and thought evidenced in the presentations of both contending parties.

The latest increase in wage rates for non-operating railway employees came into effect on June 1, 1957. This occurred only seven months before commencement of the period in respect of which this Board is called upon to make its recommendations. It also coincided, although this could not have been foreseen by the members of the 1956 conciliation board or either of the protagonists before it, with the very eve or possibly the cold dawn of a recession.

Average hourly earnings of CNR and CPR non-operating employees stood at 76.5 cents in 1946. By January 1, 1956, they had risen to \$1.467. Since June 1, 1957, the average has been computed by the employees representatives at \$1.628. This 112.8-per-cent increase was not matched by an equivalent in take home pay as some of the benefits took the form of a reduced work week.

Apart from the improvement in wage rates, important objectives of the employees have been attained in the way of fringe benefits—a health and welfare plan, increased vacations with pay, statutory holidays and other items. During the years 1953, 1954 and 1955 there had been no change whatsoever in wage rates—a factor which weighed heavily with the last Board but which applies in reverse today. *“In the present case”,* said the Taylor Board in 1956, *“it must be remembered that the employees before us have not had any increase in wages since September, 1952, by virtue of an agreement which terminated at December 31, 1953.”* In the light of four stages of increases introduced successively in 1956 and 1957, the contrast with the present situation must be noted.

Submissions before the conciliation board over which Mr. Justice Kellock presided in 1954, dealt exclusively with fringe benefits. The recommendations resulted in appreciable gains to employees and costs to the employers not translated into any change in the statistics of hourly earnings. Indeed, the concentration on these fringe benefits as the issue for the 1954-1955 period has been advanced by the employees as the major explanation for the lag between the wages of railway non-operating labour and those in durable goods industries which the present Board and its immediate predecessor have been asked both to correct for the future and redress, by additional upward adjustments, for the past. As expressed by the employees spokesman at

During July, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting the 17 international and national railway labour organizations, representing approximately 128,000 non-operating employees, and the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma, Central and Hudson Bay Railway, Midland Railway of Manitoba, and Railway Express Agency Inc.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies and David Lewis, Toronto, the nominee of the joint negotiating committee for the unions.

The Report of the chairman and Mr. Lewis, constitutes the report of the Board. The minority report was submitted by Mr. Vineberg.

page 5698 of the transcript “...The evidence I think is pretty clear that what separated us from the durable goods standard in the last few years was the very protracted fringe benefit negotiations that allowed the gap to build up...”

The very emphasis on welfare and holiday benefits during this period only serves to underline their importance to both parties. If, as was contended, the railway employees were only seeking to match by these gains advantages available to labour in durable goods industries, then the alleged pre-existing parity between the two groups did not apply in terms of their aggregate remuneration. If, on the other hand, these gains, when added to existing pension plan and other benefits, had the effect of giving railway non-operating employees an advantageous position by comparison with the others, then the present disparity is not as great as claimed. In either event the 112.8-per-cent advance in average wage rates for the period above-mentioned has been substantially augmented by advances in fringe benefits. It might be added that one of these benefits—a contributory health and welfare plan entailing payment of 2½ cents per hour per employee by the railways and the resultant costs relating thereto—was only initiated as recently as January 1, 1957. Moreover, in measuring the results of wage increases in recent years it must be remembered that certain attendant pension costs which are geared to wage levels mount successively and correspondingly with each increase.

Fulfilment of all the employees' requests, as originally presented, would entail an annual addition to costs for Canadian



National Railways and Canadian Pacific Railway Company of \$130,063,000. If corresponding changes were made in favour of all their other employees, the amount would be \$192,941,000. This compares with an estimated net rail income *before fixed charges* in 1957 of \$17,431,000 for the CNR and \$40,200,000 for the CPR or an aggregate of \$57,631,000 for the two railways combined. Such a result represents a return, again before fixed charges of only 1.43 per cent on the net rail property investment of both railways combined. Invested at this rate, one might ask how much rail property would have to be set aside without interest or other fixed charges or any capital or amortization whatsoever to yield a sufficient sum just to pay the extra costs. The answer would embrace not only all the existing rail assets but also, in addition thereto, more than twice its equivalent. For at a continuation of the present rate of return it would be necessary to provide well over thirteen billion dollars of rail property—substantially over three times what is now invested—and free it from the prospect or obligation of any return whatsoever either in interest or capital, or any provision for amortization, in order for the two railways to meet the requests and maintain their present unimpressive net earnings position!

If the 1957 rate of return was low, there is little, if anything, to suggest any likely improvement in 1958. Any conceivable application or modification of the equation would not remove it from the realm of its staggering consequences.

One of the employees requests—dealing with health and welfare—has been removed by mutual agreement from the items on which this Board is called upon to advance recommendations. While relatively modest, the arrangements impose increased costs on the railways. Another issue has been indirectly removed from the purview of the Board by the parliamentary adoption of the Annual Vacation's Act which will ensure to all railway hourly rated employees two weeks' vacation with pay after two years of service in lieu of the present arrangements where they now receive one week's vacation annually until completion of three years' service. Whatever the origin of the change these items, along with the recommendation for increased vacations for employees with over 35 years service, involve additional costs to the railways.

The costs of the employees' requests for wage increases alone as estimated by the railways amounts to \$97,312,000 for the organized employees before us. The unions estimate, choosing a different basis, that

implementation of their wage proposals would total something very close to \$94,500,000 per year. One need not pause to evaluate the precise difference between the two appraisals. Without counting the additional costs to follow if equivalent benefits are granted to others, a 1-per-cent wage increase would cost \$4,464,700; a one-cent-an-hour increase, \$2,772,500. If the same rate of increment be added for all the other employees the corresponding aggregate annual costs would be \$6,895,500 and \$4,138,500 respectively. To apply the wage recommendations of the majority report would therefore add over fifty-seven million dollars to the annual wage bill.

These demands, and these suggested increases, come at a time when railway traffic has been on the decline. The downward movement has been under way ever since the second quarter of 1957 and has not yet been arrested. CNR operating revenues on Canadian lines fell from \$680,392,388 in 1956 to \$662,717,454 in 1957. Operating expenses rose from \$623,009,858 to \$645,814,952. In the process, net rail operating revenue before fixed charges declined from \$48,181,617 to \$12,383,971. This left \$26,170,037 in 1956 after fixed charges but resulted in a deficit of \$16,374,204 in 1957.

On the Canadian Pacific Railway, net railway earnings before fixed charges fell by some \$3,000,000 in the 1957 year over the immediately preceding period. CPR railway revenues in 1957 declined by \$17,706,914 over the corresponding figure for 1956; expenses were reduced by \$14,607,495. Actual gross ton miles of freight carried declined \$8,252,200. On its 1957 record the CPR rate of return on net rail property amounted to 2.91 per cent—substantially lower than investors would be able to obtain in the purchase of government bonds and contrasting with a yield of 5.14 per cent which the CPR had to offer in an issue on the securities market in February 1958.

In testimony before this Board the CNR originally estimated that without any change in labour costs a decline of \$52,000,000 could be anticipated in net earnings for 1958 over 1957 with a consequent increase in the resultant deficit. These returns were predicted upon implementation of all the recently approved Board of Transport Commission increases in freight rates but the Cabinet decision cancelling a projected 3.6-per-cent general freight rate increase will have a further seriously depressing effect upon returns to the order of approximately \$5,000,000. For the first five months of 1958 the worsening over

the corresponding period of the previous year had already amounted to \$38,000,000. The CPR estimate contemplates a projection in 1958 of the 1957 situation on the assumption that no increase in labour costs will develop. An anticipated drop of about seven million dollars in revenue would be offset, barring wage changes, by savings due to further dieselization and other improvements. Again the anticipated net for the year 1958 will be substantially below the permissive level of earnings established by the Board of Transport Commissioners.

The employees contend that railway costs and ability or inability to pay are irrelevant. Briefly stated, the argument runs along the following lines: Wage rates must be determined by the inflexible application of an objective "durable goods" standard to ensure that they conform to the levels of comparison previously adopted. If the railways are subjected to meagre returns on capital, this must be the result of public policy. In any event, railways must pay the same price for materials, for capital, for services, and therefore for labour as any other purchaser. Railway earnings are circumscribed by the statutory Crowsnest Pass grain rates, currently no higher than the 1897 level, and also by heavy losses on the compulsory operation of unremunerative passenger services. Railway rates are delimited by the rulings of the Board of Transport Commissioners and, at very least, there are delays in adjusting the rise of rates to any cost increases, whether through wage changes or otherwise. These conditions obtain by virtue of public policy. It was neither intended nor is it just, runs the argument, that railway employees be called upon, as a class, to subsidize through unduly low or unfair wage rates, the financial burdens dictated by a policy designed to benefit the Canadian economy as a whole.

Within appropriate limits, the argument is not without merit. Railway labour alone can not bear the contribution to political and economic nationhood of our transcontinental railway systems. But, does it? At very most, public policy in its demand on the railways is constant while the earnings of the railways fluctuate sharply. I have been unable to find any expression of public policy which would suggest that the present results are simply what was deliberately intended by governmental action—whether parliamentary, administrative or judicial. Indeed, in the recapitalization of the CNR in 1952, formulations of public policy indicated an intention that it should thereafter operate at a profit. As we have seen, this result is not being

achieved at the present time. Some of the recent changes in railway policy such as the "bridge subsidy" and increased payments under the Maritime Freight Rates Assistance Act reflect a growing concern over the position of the railways and the impact of compensatory freight rates on various segments of the Canadian economy. The 1951 Royal Commission on Transportation in speaking of the privately owned railway system expressed the view "*...It should be recognized that in addition to fixed charges, a private company must over a period of time have sufficient earnings to pay reasonable dividends to its shareholders and set aside reserves for a rainy day*". The CPR's record today does not meet this standard. While recognizing that railway wages can not be fixed by what the consumers of railway services are prepared to pay, the commission found it desirable to assert that "*...railway employees must bear in mind that they have a common interest with the companies in keeping the cost of operation within limits which will enable the railways to compete on a fair basis with other transportation agencies*".

The Board of Transport Commissioners has fixed a permissive level of earnings for the CPR as a guidepost in its determination of freight rates. This, the CPR has been unable to attain. For 1957 the permissive level of net rail earnings before fixed charges was set at \$51,521,000 while the actual returns, computed on the same basis as adopted by the Board, only reached \$43,200,000. The CPR contended and endeavoured, in vain, to have adjudicated before the Supreme Court of Canada that this permissive level made no allowance for retained earnings. By any measurement, the results have fallen far short of the enunciated fair rate of return.

The erosion of the freight rates structure derives not from any professed elaboration of public policy but from the inexorable results of alternative forms of transportation—trucking, pipe lines, automobiles and water carriage. A recent study on transportation prepared for the Royal Commission on Canada's Economic Prospects found that while Canadian railways carried 84 per cent of all freight traffic in 1928, this proportion had declined to 60.5 per cent in 1953. One of the exhibits produced before us showed that by 1956 the percentage had fallen to 57.1. Meanwhile over half of all railway gross earnings are absorbed by payroll expenses. If pension and health and welfare expenses be added labour costs accounted for 60 per cent. The law of supply and demand has not been repealed. Part of the railways financial

position is, of course, attributable to statutory rates and other governmental restrictions. However, apart from and independent thereof, the fortunes of the railways are interlocked with the same considerations of costs and selling prices as govern all industry. There are times, circumstances and undertakings when the ability to meet higher costs is present more than others. For the Canadian railways such an ability exists less in 1958 than it did even in 1956.

An interesting study of "Maintenance of Way Employment on U.S. Railroads" by Prof. William Haber and others, published by the Brotherhood of Maintenance of Way Employees, was submitted by the unions in the present case as Exhibit U-10. At page 165, the authors advance the apt comment: "*Over the long run, only prosperous employers can have prosperous employees.* Since the railroads will always face strong competition from trucks, busses, passenger cars, aircraft and ships, productivity growth is essential if stagnation or even decline are to be avoided." (italics mine.)

While the gap between actual earnings and the permissive level of earnings runs counter to public policy, it is nonetheless real. Moreover, when wage costs in recent years have been increased, an offsetting rise in freight rates in the face of competing alternative forms of transport is less and less productive of compensating returns to the railways. Exceptions are made to the highest level of general freight rates or "class rates" in favour of rates for special commodities for various stipulated raw materials and primary products but where competition impinges the railways must necessarily accept competitive and special agreement charges at lower levels. The Board of Transport Commissioners as the chosen instrument of public policy may thus approve a particular level of rates which the realities of the situation make possible of application to a lesser and lesser degree. The evidence discloses the increasingly frequent instances when the railways are unable to exact the rates judged to be fair and reasonable by the Board of Transport Commissioners. Where new increases are projected, however permissible they may be in the view of the governing authority, a possible resultant loss of traffic must be weighed. The disparity between rates approved by a public board and the level of charges which the competitive aspect will permit is not without relevance to the wage situation. In its last judgment issued on December 27, 1957, the Board of Transport Commissioners reiterated its concern with the "narrowing base" on which freight rate increases are applied. After

elaborating in tabular forms the results of its waybill analyses, the board observed:

It will be noted from the above table that the proportion of the revenue from "class" rates has declined materially since 1949 and is now only approximately one-half of the 1949 proportion. Class rates are the highest rates charged by the railways and it is apparent that a large part of the class-rated traffic has either been diverted to highway transportation or, if still hauled by the railways, is now carried at lower commodity rates, competitive rates, or agreed charges.

On an earlier occasion in its judgment on freight rates in March 1953, the board had observed:

Consequently the board is becoming increasingly concerned as to the long-term ability of the Canadian economy to continue indefinitely to bear successive increases in freight rates on the scale of the recent past. We have been urged by provincial counsel not to lose sight of the necessity, in the nation's interest, of stemming further inflationary influences. Even if such a consideration should lie within our competence, this board, nevertheless, becomes powerless in the face of increased wage costs to the extent with which we are here confronted.

We likewise have been repeatedly warned by counsel for the provinces as to the danger of the railways pricing themselves out of certain important transportation markets in the not too distant future and of the dangers in the approach of the law of diminishing returns. When precisely the saturation point may be reached no one appears to be in a position to say. It also has been indicated to us that if there is a real danger of the railways pricing themselves out of such markets there may be an equal danger of railway labor, in like manner and degree, substantially pricing itself out of its present type of employment.

In passenger traffic, the inhibiting effects of competition—unrelated to any deliberate formulation of public policy—are even more marked. The volume of revenue passenger miles for the CNR in the relatively prosperous 1956 year amounted to only 45 per cent of the 1945 total. Even if the returns for the latter year are substantially discounted because of wartime conditions, there is no denying the steady downward pattern. Notwithstanding many service improvements, no means of arresting the trend has as yet been devised. The number of automobiles on the public highways grows apace. In the five year period from 1952 to 1956 inclusive, automobile registrations increased from 2.30 to 3.17 millions. During the same period, revenue passenger miles recorded on the domestic services of Canadian airlines increased by 75 per cent. In the period between 1945 and 1956, the volume of revenue ton miles carried by inter-city trucking services increased almost fourfold. The forces that have produced these changes with their resultant impact on the fortunes of the railways continue to operate.



In an exhibit filed, for other reasons, with this Board embodying the submissions of the chairman of the CNR to the Royal Commission on Canada's Economic Prospects, the position in which the railways find themselves has been summarized in the following stark manner: *"The present situation is one which finds the railway industry preoccupied with the struggle for viability."*

While ability to pay is not the sole criterion for determining wage rates, it has considerable impact on the degree and timing of any wage changes and an ultimately arresting influence on the pace of any upward movement.

To whatever degree they may have espoused the durable goods standard, previous boards of conciliation have also recognized some of the limiting factors imposed by financial considerations. The report of the board presided over by Mr. Justice J. O. Wilson in 1950 emphasizes the burden of the competitive position in the following terms:

Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity. The competitive position of the railways viz a viz truck and water competition must always be kept in mind by union leaders as well as by railway managers, with a view to insuring that rail transportation does not price itself out of the market. That this can be done has been, we think, pretty clearly demonstrated in the coal industry, both in the United States and Canada, during the past few years. The changeover from coal to cheaper and more reliable forms of fuel has assumed the proportions of a stampede.

In the arbitration award of Mr. Justice Kellock in the same year is to be found the following statement:

The employees say that if they are to be denied warranted wage increases because the railways cannot get necessary revenue, they are in an "economic trap".

One can agree that such a denial would have the effect stated, but this does not establish that no regard can be paid to the fact that payment of the wages of railway employees can come from railway revenue only, the rates upon which they depend being subject to the jurisdiction of the Board of Transport Commissioners. An industry in a position to increase the price of its product without the necessity of considering any outside factor other than the probable effect of the increase on the volume of sales, is in a very different situation from that of a railway subject to the regulative jurisdiction I have mentioned, as well as to competition arising from road, water and air transport.

The chairman of the last conciliation board dealing with this subject in 1956 concluded that while he recognized *"that the wages of the employees of the railways*

*have remained unchanged since September, 1952, it is also a fact that to attempt to establish parity with 'durable goods' would place far too heavy a burden on the earnings and finances of the railways."* Such a finding applies, *"a fortiori"* at the present time.

During the course of the hearings the employees strenuously objected to a comparison between railway machinists and those in the gold mining industry. It developed that gold mining wage rates are substantially lower than prevails elsewhere. Railway representatives agreed to a substitution but what keeps gold mining wage rates low? The depressed nature of the industry imposes an inevitable curb on the employees prospects for wage betterment. Any contention on their part that wage rates must result from what others are paying or that the price of gold is fixed by public policy may sound impressive but the measure of upward change is nonetheless governed by the progress of the industry. Similarly, while the durable goods industries have been treated before railway conciliation boards as a conglomerate mass, the various components of the durable goods aggregate inevitably reflect the same situation. Those few industries in the much vaunted durable goods group which felt the burden of marketing difficulties in generally prosperous times were simply unable to advance wage rates as rapidly as the others. Being unable to do so, they did not. For example, a "Review of Man-hours and Hourly Earnings, 1946-1956" published by the Dominion Bureau of Statistics, dealing with increased hourly earnings in 1955 in the durable goods division had occasion to comment on the agricultural implement industry, one of the constituent elements in durables not sharing fully in the general prosperity in the following terms:

A lower-than-average increase (2.3 per cent) was recorded in agricultural implement factories, largely accounted for by decreased employment and hours, caused by lack of export and domestic orders.

A conciliation board can do no more than recommend, in the interests of industrial peace what would be the fair level of labour return and what would be the fair pace of adjustment of such return if all the forces of supply and demand in the market were allowed free play. One of these forces is inevitably the financial position and prospects of the employer. On the railways these impinge all the more because of several factors. The 60-per-cent labour cost is abnormally high in contrast with the position in durable goods where the corresponding ratio is less than half.

The railways with their heavy fixed capital investment to say nothing of government controls and the restraints imposed by the public interest can not lightly abandon particular lines or services that competition has made unprofitable.

Maintenance costs in the railways are relatively much higher than in durable goods or other manufacturing operations. These costs are not easily related to revenues. They bulk all the larger when competitive conditions depress the volume of traffic. Almost half of all railway employees are engaged in the maintenance of the physical plant. Maintenance of way and maintenance of equipment operations may be deferred somewhat or even reduced but it is one of the realities of the situation that the size of the total plant and the requirements for its maintenance are not and cannot be directly contracted from pre-existing levels proportionately to, and quickly upon, a reduction in the flow of traffic. In 1957, the CNR spent \$140.4 millions on road maintenance alone—21.7 per cent of total operating costs. On maintenance of equipment \$139.4 millions or 21.6 per cent was expended. The relative CPR position was roughly comparable. Weather conditions in 1957 were exceptionally favourable—an advantage not duplicated so far by the 1958 experience. Labour is the major element in these maintenance costs. Any increase in wage costs, not offset by increasing revenues, would exert pressures unparalleled in the experience of durable goods or other manufacturing industries. There are few, if any, industries reflecting such rigidities as beset railway economics. Increased labour costs add to these rigidities. They can, in turn, only subtract from the ultimate employability of the railways and its labour force.

As a corollary of the fact that labour costs take up so much of all incoming dollars, it may be noted that the total gross revenue output per CNR and CPR employee in 1956 averaged only \$6,390. If some provision, however meagre, is allowed for other expenses, what is there left to divert? The equivalent return for all durable goods employees was \$15,052. Moreover, in the period from 1945 to 1956, the railway output per employee had risen 45.8 per cent—considerably less than half the rise in hourly earnings for non-operating employees during the corresponding period—by contrast with 136.2 per cent gross in durable goods. With all of their impressive emphasis on technological improvement, entailing great capital expenditures, the railways have simply been unable to match

the pace of rationalization attained in such industries as those forming the durable goods group.

Of the \$6,390 received by the railways in 1956 for each employee, as already noted, about 60 per cent went into payrolls, pensions, and health and welfare costs. A study of the railways' annual statements discloses expenditures of over \$1,000 per employee on materials. Gross capital expenditures per employee that year totalled \$1,553. If some came from new loans other borrowings of the past had to be repaid. Again, incidentally, if comparison is made with durable goods industries, less than a quarter of total revenue in this group went into payrolls while gross capital expenditure per employee was only \$635. The negotiating area in which more of the aggregate inflow might be diverted into payroll envelopes—even if all considerations of fixed charges and returns on capital are ignored—was very narrow indeed in 1956 and even narrower today. For the current year labour costs have gone up by comparison with 1956, while revenues have gone down. If there was any margin for discussion, it has been all but obliterated. Unless buoyant revenues not now in sight relieve the strain, the impact of any increased wage costs for all employees can only threaten the security of employment of many of them. Any significant changes in employee compensation must, at least in some measure, be judged by the resources available to meet such compensation and the consequences that arise when a serious imbalance results.

Any suggestion that the employees alone have been or are called upon to bear the brunt of the railways competitive struggle, either insofar as it emanates from public policy or otherwise, appears to be answered conclusively when one reflects that, in comparing 1945 and 1956, while average hourly earnings of non-operating employees were doubled the rate of return on railway operations to the CPR shareholder actually decreased by 11.5 per cent. For the CNR, last year's deficit and its projected aggravation in the current year, even before the impact of any wage increase that may result from the present controversy, bears eloquent testimony as to where the loss must fall and as to who pays the bill. The increased costs to the Canadian consumer through rising freight rates add a resultant burden to the Canadian economy rendered all the more difficult precisely because it is concentrated on a narrow base. The financial evidence discloses that we are long past the point of diminishing return and what is at issue in the present dispute strikes

at the very employability of the Canadian railways and their personnel.

The case of the unions has been based on wages in durable goods industries. Within this grouping are to be found a wide heterogeneous variety of undertakings: Aircraft, motor vehicles, shipbuilding, railroad and rolling stock equipment, saw and planing mills, furniture and other wood products, agricultural implements, hardware, tools, heating and cooking appliances, fabricated and structural steel, iron casting, machinery manufacturing, primary iron and steel, sheet metal products, aluminium products, brass and copper products, non-ferrous smelting and refining, heavy electrical machinery and equipment, radios and radio parts, batteries, refrigerators, vacuum cleaners and appliances, miscellaneous electrical products, wire and cable supplies, clay products and glass and glass products.

It is contended that "unmodified parity with the durable goods industry" must be granted as the established and accepted standard. Previous boards of conciliation have placed considerable emphasis on this standard, although, as the majority report points out in detail, with many reservations and qualifications. While the record is such that durable goods wages cannot be ignored, it does not follow that an automatic "unmodified parity" or a defined percentage thereof has become so established that this Board has no other function in wage matters than to measure one against the other and offer recommendations to eliminate the disparity.

Before the 1950 board, the nominee of the unions offered the following observations, in a different context, as part of his minority report:

In any case dealing with wages and working conditions it is not an answer to a request for improvement in wages and working conditions to point out, even if it be so, that the wages and working conditions existing are comparable to or even identical with those existing in other industries. To accept such a proposition would bring about absolute and final stagnation in all industries.

My esteemed and experienced colleague, the nominee of the unions before the present Board, who occupied a similar post in 1952 and 1956 remarked on the first of these occasions:

My respectful difference with my colleagues is that I cannot accept as valid the proposition that the earnings of the railway employees should be mechanically placed at the same level as the average earnings of the durable goods group.

It might be added that the nominee of the railways on these two boards had similarly not followed a consistent conclusion on the subject of parity with durable goods industries.

Whatever the observations about endorsing a durable goods standard, what are the results? For the last five years parity has not existed. In greater or lesser measure average hourly earnings for durable goods employees exceeded the corresponding average for non-operating railway employees. Indeed, this Board, along with its predecessor, has been asked at one and the same time to maintain parity on the basis of past precedent and to approve additional increases in order to compensate for the degree of parity which has not existed.

One of the main features distinguishing durable goods industries lies in the extraordinary advances of most of its component elements not so much during recent years alone as during the war and immediate postwar period. Starting from a common base of 1935-39 equals 100, the index of production for durable goods stood at 332.9 in 1957 compared with only 235.2 in non-durables. This level of difference has been relatively more or less constant for the last few years. Durable goods industries as a whole, and even to a lesser degree, non-durable goods firms have waxed while the railways have waned.

The comparison with durables has found favour on the grounds that, of all the alternatives hitherto presented their labour force approximated to the closest degree as a composite group to the non-operating railway workers in range of work, variety of skills, distribution of male and female employees, territorial allocations and regularity of employment. This was expressed in the report of the board over which Mr. Justice R. L. Kellock presided in 1952, in the following terms:

In the inquiry as to a standard furnished by industry outside the railway industry with which wage rates in the railway industry may be justly compared, it is obvious, as already indicated, that the criteria of comparison should include as far as is reasonably possible, such matters as similarity of work and working conditions, similarity in the proportions of male and female employees and skilled, semi-skilled and unskilled workers, as well as wide territorial distribution and regularity of employment.

In relation to durable goods, however, apart from the male-female division, the evidence discloses rather widespread discrepancies. This applies most in the territorial allocation of employees. It is established that urban employees generally enjoy a higher level of compensation than those who are similarly employed in rural communities. Amongst durable goods workers, fully 73.4 per cent were concentrated in the 32 largest metropolitan areas of Canada; the corresponding proportion for railway non-operating employees is 55.7 per cent. In the



high wage province of Ontario are to be found only 26 per cent of railway non-operating employees compared with 55.4 per cent of all those in durable goods industries. Indeed, 90 per cent of all durable goods employees are to be found in the highly industrialized region of Quebec, Ontario and British Columbia where only 60 per cent of the non-operating railway personnel are located. The railway average level of earnings covers workers in the smallest hamlets as well as the largest cities. If a correction was made for this factor alone by comparing wages region by region, instead of invoking one over-all national average against another, over one-half of the gap between durable goods employees and those of the railways in the non-operating category would be eliminated.

Regularity or otherwise of employment is another element whose importance has come to the fore within the past year. On a common base of 100 in 1949, the index of employment and income on January 1, 1957, adjusted for seasonal variations stood at 130.0 in durables and 107.5 in non-durables. For February 1957, the comparable levels were 118.3 per cent and 104.3 respectively. The proportion of decline was thus almost three times as great in durables as in non-durables. While precise figures were not adduced, all the available evidence attests to the railways ranking high in affording employees stability of employment. Durable goods employees bear the brunt of any slackening of production by a wholesale loss of jobs. Durable goods employers reduce their labour costs in declining periods by reduction of manpower. While the same forces tend in the long run to operate in the railways, the pace is much slower. Operating as they do on a nation-wide continuous service basis, the railways have been obliged to accept their labour costs as partaking more closely of the quality of fixed charges. To dictate changes in the same direction and pace as the level of wage rates in durables cuts much more deeply into the railways' position where the escape valve of reducing employment is blocked. In any event comparability with durables on the score of regularity of employment appears more and more tenuous in the light of the unemployment crisis of the last twelve months.

The bargaining range of employees in durable goods contrast sharply with those of the railways because more than twice as high a proportion of railway revenues are required to meet labour costs as is the case in durable goods manufacturing

or manufacturing generally. Exhibits R-16A and 16B reflect this continuing differential in striking degree.

While costs stand in such sharp divergence, what about prices? Adopting the year 1945 as a base of 100, rail freight revenue per ton mile had advanced to 159.3 in 1956. Passenger train fare rates during this period rose all of 10 per cent. These may be compared with the equivalent 1956 price index for the following durable goods industries:

Wood products .....	196.1
Iron products .....	203.4
Hardware .....	236.8
Steel and metal work .....	187.6
Plumbing, heating and other equipment .....	182.0
Other residential building material .....	206.5
Copper and its products .....	346.1
Lead and its products .....	295.2
Zinc and its products .....	254.2
Clay and allied material products .....	202.3
Plate glass .....	156.8
Window glass .....	162.4
Pottery .....	125.5
Electrical equipment and materials (non-residential building materials) .....	192.5
Electrical equipment and fixtures (residential building material) .....	218.8

Compared with durables and with industry generally, the railways have been placed in a vise. Labour costs are doubly high while the acceleration of revenues to offset any increases is sharply braked. Any decision demanding a common rate of wage advance not only tightens the squeeze but narrows what is left to squeeze.

Durable goods industries are essentially concentrated in manufacturing enterprises. Some relatively incidental maintenance work is involved in certain segments bearing a counterpart to the maintenance of equipment operations in the railways but the main equivalent of production work is to be found in the running trades whose wages have not been included in the computation of average hourly earnings under review before this Board. If a general over-all analysis is made of railway employees' wages, inclusive of those in the running trades and excluding office employees who are also not embraced in the durable goods plant returns, the 1956 average hourly earnings per railway employee amounted to \$1.690 compared to \$1.632 for durable goods employees. The November 1957 equivalents were \$1.789 and \$1.766 respectively. In other words, if railway employees as a whole instead of only those in the non-operating category were to be compared, their average rates would emerge at a higher level than that of the durable goods labour force.

The most ardent advocate of the durable goods standard has never suggested that

the employees in these industries offer an equivalent counterpart to the railway non-operating personnel. At most the standard was advanced as a rough rule of thumb guide to compare one widespread cross section with another. For the first time, in hearings before conciliation boards, the railways have testified to a detailed occupational comparison based on an attempt to recreate a composite cross Canada labour force regionally distributed in the same manner as railway non-operating workers and carrying out either the same or equivalent types of jobs. A number of the detailed comparisons, especially in the maintenance of equipment area, was drawn incidentally from segments of the durable goods industries. Many of the challenges to comparability directed, in some instances not without justification, at the standard proffered by the railways could, with equal or greater force, be applied against the durable goods standard. The results of the lengthy inquiry drives home all the more forcefully that CPR and CNR employees can as composite labour forces only be compared with each other, a practice which could serve no purpose when their collective bargaining is conducted on a basis of equality in wage rates for similar classifications. Any other comparison whether with durable goods or otherwise meets with very considerable difficulty and serves to emphasize the dissimilarities along with the similarities. The outside industry composite wage study presented by the railways has been less convincing in some of its detailed aspects than in others but on the whole even after adjustments are effected it substantiated the position of the railways that existing wage rates are not out of line with comparable levels in outside industries reasonably distributed on the same pattern.

Genesis of the underlying approach of this railway method of comparison may be found in the procedure adopted by the National War Labour Board in its study of railway employees' wages in 1944. This was explained in the report of the National War Labour Board of July 31, 1954, in the following terms:

The Board caused an examination and study to be made of the wage rates received immediately prior to the war by employees in a large and representative group of industrial and other establishments in all parts of Canada. In making the examination and study we were careful that the establishments under review were not only representative of all parts of Canada but also of the various types of industry in the country, and care was also taken to make sure that the establishments examined and studied had in their employ a wide enough range of classifications to embrace classifications reasonably

similar or comparable to as large a number as possible of railway classifications. Similar information was obtained with respect to wage rates received by employees in these same establishments at the date of this application and comparisons were made with wage rates received by railway employees at the same dates.

Further details of the method of procedure were elicited by inquiry from the unions' representatives addressed to the Department of Labour, the answer to which was reproduced in Exhibit U-17. It indicates that the National War Labour Board compared various occupations in the railways and in industry generally. Many of these reflected the same occupational classification for which the railways in their study were to find comparisons in 1957 although there is no evidence that any particular outside comparisons were the same or not. The railway study of 1957 applied on a broad and widespread scale what the National War Labour Board had done in its 1944 study—i.e., measure the wages of railway workers against those in similar or comparable occupations in outside industries. Spokesman for the employees while broadly admitting the similarity in techniques protested against the lack of objectivity in a study made by one party to the dispute by comparison with an analysis emanating exclusively from a government agency. While this objection is understandable, no one can or did deny that in those areas where differences of opinion were possible the choices ultimately adopted were selected in good faith. There was a comprehensive effort to measure like with like and comparable with comparable. Many tests and examinations, whether imposed by university professors or others, necessarily entail application of subjective evaluation. This does not in itself detract from the wisdom of the testing or the usefulness of the results. I would not be prepared to recommend that the railway standard, in the form submitted to us, be adopted as an inflexible guide. What is not a guide may be a check. In this case, the check confirmed that, in broad general terms, current non-operating railway wage levels are not out of line with what is reasonably comparable.

In applying the ultimate comparisons, the National War Labour Board, in 1944, observed that:

Due allowance had to be made for the security and pension rights enjoyed by employees in the railway service as compared with those enjoyed by employees in other industry.

The Wilson Board in 1950 had commented:

In making these comparisons it must be remembered that the incidental advantages

enjoyed by rail workers are generally greater than those granted to other Canadian workers. Records show that the continuity of employment in the railroad industry is relatively high, which must have the effect of increasing average annual earnings. The employees have the benefit of pension plans. They and their families are entitled to a considerable measure of free transportation. Certain employees are given free housing and others free uniforms. In the aggregate these factors add considerably to the advantage of railway employment.

The evidence discloses that the CNR disbursed in pension expenses per man hour in the year 1946 a sum of 14.2 cents while the CPR expended for similar purposes in the twelve-month period September 1, 1956 to August 31, 1957, 12.7 cents per each man hour. At the present time, annual contributions to the Pension and Health and Welfare plans for employees amount to \$41,000,000 for the CNR and \$22,000,000 for the CPR. Pension plans, and to a lesser extent, health and welfare, are becoming widespread in durable goods industries but they are far from universal. No measurement of any alleged disparity with durable goods industries even to the extent to which it may be applicable can be made without appropriate adjustments measuring the relative differential on this score. Furthermore, as explained at the outset, important additional gains in health and welfare and other fringe benefits have been registered in recent years, again requiring appropriate corrections to any comparisons with durables that may be attempted. Railway employees enjoy extensive free transportation privileges. It has been suggested that these cost the railways nothing because the trains are running anyway whether their employees come aboard for free transport or not. Even railway employees, however, would have occasion, outside of their duties, to travel by rail, and some of the trips whether out of necessity or pleasure would be made even if the free transport privilege were not extended. At very least, therefore, the railways must lose or, to be more exact, expend by way of labour costs the equivalent of what they would otherwise receive in passenger fares if employees did not enjoy this privilege. The evidence discloses that this is not inconsiderable. In 1956, the CNR had 150,947 long service passes outstanding in favour of 60.3 per cent of all employees; 382,190 trip passes were issued, of which it was estimated that approximately 40 per cent were for business connected with the railways, and 29,312 one-half rate orders were issued. Some of the passes avail for the benefit of pensioners rather than current employees of the railway. Lesser benefits in the way of dwellings on a free

or reduced basis, incidental commissions and gratuities, inured in favour of a relatively small portion of the total number of employees but collectively they would serve to augment the ultimate aggregate compensation entering into any scales of comparison.

Furthermore it might be noted that any discrepancy between the pay of railway employees and that for comparable work elsewhere of the extent and duration contended in the unions' submissions would tend to create serious difficulties on the part of the railways in obtaining personnel. The evidence discloses the reverse to be the case.

Changes in the price level have modified the real gains in wages that are expressed in the upward move of nominal earnings. They have also modified, of course, the purchasing power of any residue of monies available to the railways after payment of wages. On a base of 1949 equalling 100, the consumer price index calculated by the Dominion Bureau of Statistics was 77.5 in 1946, and 118.1 in 1956. By December 1, 1957, the index had moved upward to 123.1 and after successive monthly increases it has remained fixed at 125.1 for May and June in 1958. The unions have submitted evidence showing that for the period from 1945 to April 1958, the rise in real hourly earnings for CPR employees amounted to only 27.7 per cent compared with a 113.1 per cent rise in nominal money earnings. This is certainly a striking reminder of the declining purchasing power of our currency. Without trying to unravel cause and effect, any upward revision in wage rates at the present time will be partially self-defeating in further reducing the dollar's purchasing power. The last Conciliation Board recommended an 11-per-cent increase in wages for the period from January 1, 1956 to December 31, 1957. During this interval the consumer price index rose from 116.8 to 123.1 per cent—a 54-per-cent increase. One-half of the last wage increase has thus been absorbed by rising costs. When placed against the background of the general pattern in the last 13 years during which almost three-quarters of the wage increase was similarly attenuated, the relative increase in real wages resulting from the decision of the last conciliation board emerges as much more substantial than the long range equivalent. From the date of the application of the last wage award until the present time, the cost of living has increased less than 3 per cent and is at least momentarily levelled off. For this reason in a period of acute financial struggle for survival in

*Continued on page 1162*



## LABOUR LAW

# Changes in 1958 in Canadian Annual Vacation Legislation

Four acts dealing with annual vacations passed at 1958 legislative sessions, including first federal vacation with pay legislation. Only two provinces now lack laws establishing minimum vacation standards

Four acts dealing with annual vacations were passed at the 1958 legislative sessions. Parliament enacted the first federal vacation with pay legislation applicable to the industries subject to federal jurisdiction, Nova Scotia enacted a Vacation Pay Act, and the New Brunswick Vacation Pay Act, previously limited to mining and construction, was extended to fish, fruit and vegetable packers. The Saskatchewan Annual Holidays Act was amended to provide for a three-week vacation after five years service.

The New Brunswick amendment came into force June 30, the federal Act on October 1, and the Nova Scotia Act will come into force January 1, 1959. The three-week vacation provision in Saskatchewan became effective on the first date after September 30, 1957 on which any employee became entitled to at least his fifth annual holiday.

With the coming into force of the Nova Scotia Act next January 1, all provinces except Newfoundland and Prince Edward Island will have legislation establishing minimum vacation standards. There is also an Ordinance in the Yukon Territory, and, as mentioned above, the federal Act applicable to shipping, railways, air transport, interprovincial road transport, the communications industries, banks, grain elevators and feed mills, certain mining operations, and federal crown companies. A statutory requirement upon employers to give annual vacations to their employees under certain conditions is thus close to being general throughout Canada.

The first such enactment was the Ontario Hours of Work and Vacations with Pay Act passed in 1944, which provided for a week's vacation with pay. In the same year Saskatchewan passed the Annual Holidays Act providing for a two-week vacation after a year's service, effective from 1946.

Vacations with pay were made a legal requirement in Alberta in 1946 by orders under the Labour Welfare Act (now the Alberta Labour Act) requiring one week after a year's service and two weeks after two years. That year also British Columbia passed its first Annual Holiday Act providing for a week's annual paid vacation, the Act being replaced effective July 1, 1957 by one which requires two weeks. In 1946, also, Quebec amended the Minimum Wage Act and the Collective Agreement Act to permit the issuance of orders providing for vacations with pay and issued a general order establishing a minimum of one week. In the following year, 1947, Manitoba passed the Vacation Pay Act requiring employers to give one week's vacation with pay, amending it in 1951 to provide for an additional week after three years. An Ordinance was passed by the Yukon Territorial Council in 1950 providing for a two-week annual vacation. The New Brunswick Vacation Pay Act was passed in 1954, to take effect June 30, 1955.

### Coverage

The new federal Act and the Nova Scotia Act, like most of the other vacation legislation, have wide coverage. The federal Act does not exclude any employees, but authorizes the Governor in Council to exempt by regulation; the Nova Scotia Act, like the Acts of most other provinces, exempts domestic servants and farm workers, and also exempts employees in lumbering and commercial fishing. Additional exclusions may be made by regulation.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

## Entitlement to Vacation

Under the federal Act, entitlement to a vacation is expressed in terms of a "completed year of employment," by which is meant continuous employment with one employer for a period of 12 consecutive months beginning with the day the employee commenced work or any subsequent anniversary thereafter, or for a calendar year or other year approved in relation to any federal work, undertaking or business by the Minister of Labour under the regulations. If, at the end of a completed year of employment, whether begun before or after the coming into force of the Act, and including a year begun within two years prior to the commencement of the Act, an employee has less than two years' service with one employer he is entitled to a vacation of one week and if he has two or more years he must be given a two-week vacation. No work requirements are set out but provision is made for the issuance of regulations to deal with the question of absences from employment.

Under the Nova Scotia Act, an employee is entitled to a paid vacation of one week if, after January 1, 1959, the date the Act comes into force, he has worked for at least a year for one employer. There is also a work requirement (90 per cent of the regular working hours during the year). Besides the year's service requirement, which is common to all the Acts, specific work requirements are set out as well in the legislation of New Brunswick, Manitoba, Alberta and British Columbia—225 days in the year in New Brunswick, Alberta and British Columbia and 95 per cent of the regular working hours in Manitoba.

Under the Nova Scotia Act an employee who works less than the prescribed 90 per cent of the regular working hours must be given an allowance equal to 2 per cent of his earnings within a month after the 12-month period ends. In New Brunswick, Alberta and British Columbia an employee who does not meet the work requirements is also entitled to a vacation allowance, payable within 30 days of his anniversary date in Alberta and British Columbia and within four months in New Brunswick.

The annual vacation requirements set out in the new legislation (one or two weeks in the federal Act, depending on service; one week in Nova Scotia, and two or three weeks in Saskatchewan, depending on service) and the minimum vacation pay required, are compared with the similar provisions in the other jurisdictions in the table below.

## Transfer of Business

The federal Act, like the legislation of Manitoba, Saskatchewan, Alberta and British Columbia, provides that where a business is sold, leased, or otherwise transferred from one employer to another, the employment of an employee will be deemed to be continuous and uninterrupted for the purposes of computing annual vacation and vacation pay.

The Quebec Minimum Wage Act also provides that vacations with pay granted by an ordinance according to the duration of an employee's services are to be calculated according to the period during which he has been employed at the same enterprise without regard to changes of ownership.

The new Nova Scotia Act, and the other vacation laws, do not deal with this subject.

The federal Act and the Nova Scotia Act provide that vacations must begin not later than ten months after the completed year of employment. Similar limits are imposed in the other jurisdictions, except that the period is 12 months in Quebec and four months in the Alberta order and in New Brunswick.

Under the federal Act, if a special holiday for which wages are paid to an employee without working occurs during the vacation period, an employee is entitled to an additional day with pay. The Nova Scotia Act stipulates that if a holiday, which is not defined, occurs during a vacation period, the vacation must be lengthened by one working day. In Manitoba, Saskatchewan and British Columbia, employers are also obliged to give an employee an additional day if a statutory holiday to which he is entitled occurs within the vacation period. In Alberta, an employee must be allowed an extra day where a statutory holiday in which the employer's place of business remains closed occurs within the vacation period but the legislation does not specify that it is to be a day with pay.

## Vacation Pay on Termination of Employment

In line with the requirements of the earlier vacation pay legislation, both new Acts provide for the payment of vacation pay on termination of employment. Even if an employee has not completed a year which would entitle him to a vacation, he is deemed to be entitled to vacation pay for the proportion of the year he has worked, so long as he has had a specified period of continuous service, 30 days under the federal Act and three months under the Nova Scotia Act.

## MINIMUM ANNUAL VACATION STANDARDS

Minimum Annual Vacation	Minimum Vacation Pay
<i>Federal Act:</i> One week after one year; two weeks after two years.	2% of wages for the year for one-week vacation; 4% for two-week vacation. Wages means gross wages or salary, whether in cash or in kind, and includes vacation pay and overtime.
<i>Nova Scotia:</i> One week after one year.	2% of earnings for the year. Earnings shall include cash value of board and lodgings.
<i>New Brunswick:</i> One week after one year.	2% of earnings for the year. Earnings means the pay received for all work done.
<i>Quebec:</i> One week after one year.	Regular weekly pay if engaged and paid by the week or longer period; otherwise 2% of earnings between May 1 and April 30, including vacation indemnity. During vacation the employer must continue to provide benefits such as board, pension and group insurance payments, sick benefits, etc.
<i>Ontario:</i> One week after one year.	2% of pay received for work done during working year.
<i>Manitoba:</i> One week after one year; two weeks after three years.	Regular pay; if on an incentive basis, the amount is to be based on average weekly production in six months preceding vacation. If meals or lodgings are part of wages, cash value is to be included in vacation wages if employee does not receive them during vacation.
<i>Saskatchewan:</i> Two weeks after one year; three weeks after five years.	Average wage, which in first four years means 1/26 of total wage, and after fifth year means 3/52 of total wage. Total wage means all remuneration the employee is paid or is entitled to be paid, including deductions, overtime, annual or special holiday pay, cash value of board or lodging.
<i>Alberta:</i> One week after one year; two weeks after two years.	Regular pay for each week of vacation. Regular pay for week for monthly rated employee is monthly wage divided by 4 $\frac{1}{2}$ ; if paid by the hour, day or week the actual rate for preceding period; if on piece work or commission, average for term of employment or preceding 12 months, whichever is shorter. Regular pay includes cash value of board and lodging.
<i>British Columbia:</i> Two weeks after one year.	4% of total wages and salary. Wages includes any compensation for labour measured by time, piece or otherwise.
<i>Yukon:</i> Two weeks after one year.	Vacation wage, which means 1/26 of total wage. Total wage means all remuneration employee is paid or is entitled to be paid including deductions, annual or special holiday pay, cash value of board or lodging, but not any bonus, incentive pay, overtime pay, or shift differential.

In Quebec, British Columbia and Saskatchewan there is no specified period of service upon which entitlement to vacation pay on termination depends, a 30-day requirement having been removed from the Saskatchewan Act this year. There is a 30-day requirement in Alberta and in the Yukon, and three months in Ontario unless the employment has been discontinued by the employer.

In Manitoba, vacation wages are payable on termination only if the employee has worked at least 95 per cent of the regular working hours during a period of 11 continuous months or more, in which case he is entitled to the wages he would have received had he completed a year's service, one week's wages or two weeks' wages depending on his length of service.

### Postponement of Vacation

A new provision added to the Saskatchewan Act by the 1958 amendment authorizes the Lieutenant-Governor in Council to make regulations providing for the postponement of one week of each annual vacation for a period not exceeding four years, if the employer and employee agree and the Minister approves. To ensure employees of the vacation wages to which they are entitled, employers may be required to deposit vacation pay in a trust account or to furnish a bond approved by the Minister of Labour, or some other form of guarantee. There is no comparable provision in any of the other Acts, except that the federal Act authorizes the Governor in Council to make regulations "defining the circumstances and conditions under which the rights of an employee



may be waived or the enjoyment thereof postponed”.

### Effect on Collective Agreements

Generally speaking, as in the other Acts, the provisions of the new legislation do not interfere with more favourable plans but will take precedence over an agreement containing less favourable terms. However, the federal Act contains a provision that if there is any inconsistency between the Act and the provisions of a collective agreement entered into before the coming into force of the statute, the provisions of the agreement will prevail until the agreement expires. Moreover, agreements signed after October 1 may take precedence over the statute if they contain vacation provisions approved by the Minister of Labour.

This last provision was introduced during the debate on the bill, the Minister of Labour explaining that many collective agreements had provisions for the granting of annual vacations with pay which had operated satisfactorily for a number of years and that though some provisions might conflict with the Act, the sum total might be considered by the parties affected to be more satisfactory for their purposes than the vacations-with-pay provisions provided by the legislation. This is somewhat similar to a provision in the British Columbia Act which states that the Act does not apply to an employer or his employees who have entered into an agreement for the granting of an annual holiday or pay in lieu thereof and the agreement has been approved by the Minister.

### Vacation Stamp System

The Nova Scotia Act provides for a vacation stamp system for employees in the construction industry who are frequently employed by several employers during the year. The system may be extended to any work designated by the Governor in Council.

Stamps equivalent in value to 2 per cent of the worker's earnings during the period of employment must be affixed by the employer to the stamp book within 10 days of termination of employment. The employee may cash his stamps at a char-

tered bank any time after one year from the date he began to work for the employer who issued him his stamp book. The Minister with the approval of the Governor in Council may make reciprocal arrangements with other provinces for the cashing of vacation stamps.

Vacation stamp systems are already in effect in New Brunswick, Quebec, Ontario, Manitoba and Alberta. A vacation credit system could be provided for by regulation in British Columbia and for any appropriate employment in the federal industries under the authority in the federal Act for the Governor in Council to make regulations “for the calculation and determination of vacation and vacation pay in the case of seasonal and temporary employees or in other suitable cases”.

In Quebec, the vacation credit system applies to manual employees in the construction industry who work for several employers in the course of a year and may be extended to other workers. In Manitoba, transitory construction workers in the Greater Winnipeg area are covered by the stamp system, and the Alberta stamp system is at present limited to the construction industry, although it could be extended to other industries.

In New Brunswick and Ontario, the stamp system has a somewhat wider use. In New Brunswick, it applies to temporary employees in construction and mining and, since June 30, employees of fish, fruit and vegetable packers whose employment is not continuous. In Ontario all construction workers are under the stamp system, whether continuously employed or not, and stamps are used as vacation pay for employees in other industries whose services are terminated during the working year.

### Enforcement

As in the provincial Acts, penalties are provided for violations of the federal Act or regulations. Any person who, on summary conviction, is found guilty of an offence may be fined up to \$500. An employer may also be ordered to pay an employee the vacation wages to which he is entitled. Similar penalties are provided in the Nova Scotia Act.

### Report of Board *(Continued from page 1158)*

the Canadian railways it does not justify any immediate increase in unit labour costs.

In deciding what wage rate should apply on January 1, 1958, we must recognize that more than one-half of the current year has already elapsed. Retroactivity, while justified in many cases, and a reasonable necessity in others, does not commend itself in the present instance. The financial

returns of the railways have been such that imposition of an additional burden for the past period is doubly unwarranted.

For these reasons I would recommend maintenance of the current wage level for the 1958 year.

Montreal, July 28, 1958.

(Sgd.) PHILIP F. VINEBERG,  
Member.

# Legal Decision Affecting Labour

**Saskatchewan Court of Appeal upholds labour Relations Board's order to company found guilty of unfair labour practice to reinstate worker**

The Saskatchewan Court of Appeal, in a majority judgment rendered on June 16, 1958, dismissed a company's appeal against the decision of the Labour Relations Board ordering reinstatement of a worker by the company, which was found to have engaged in an unfair labour practice, and fixing the compensation for the worker's monetary loss. (See preliminary judgment in the same case, L.G., Aug. 30, 1958, p. 897).

The circumstances of the dispute were as follows. Frank Girling started his employment with MacCosham Storage and Distributing Company (Saskatchewan) Limited on May 10, 1948. He had been president of his local union for approximately two and one-half years. He was re-elected to the position of president of the local union on November 18, 1957. On November 22, 1957, he was summarily dismissed by his employer, allegedly for having made errors in the checking of pool car shipments on the previous day.

Following this discharge the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189, applied to the Saskatchewan Labour Relations Board for an order declaring that in discharging the said employee the company had engaged in an unfair labour practice within the meaning of Section 8 (1) (e) of the Trade Union Act, and requiring the company to reinstate the employee.

Following this application the Labour Relations Board in virtue of the authority vested in it by Section 5 (d) and (f) of the Trade Union Act, and after hearings, issued an order on February 11, 1958, in which the Board stated that the company in discharging the employee Girling on November 22, 1957 engaged in an unfair labour practice within the meaning of Section 8 (1) (e) of the Trade Union Act, and ordered the company to reinstate the employee in his employment within 24 hours from the time of service of the order upon the president or other officials of the company.

The second order of the Board, issued the same day, stated the compensation for monetary loss suffered by Girling by reason of his discharge.

The company challenged the Board's decision by applying to the Court to quash both orders of the Board; attacking the validity of the Board's decision mainly on the grounds that the order finding an unfair

labour practice and directing reinstatement of Girling showed an error on its face in failing to specify or disclose the facts or ingredients which constituted the discharging of Girling an unfair labour practice within Section 8 (1) (e) of the Trade Union Act, and in requiring the company to reinstate the employee within 24 hours from service of the order instead of forthwith, and further that the delay in effectiveness of the order contradicted the finding of an unfair labour practice.

It was conceded that the Board had jurisdiction to hear the complaint as filed by the trade union. It was not suggested that the Board, in the conduct of the hearing, exceeded its jurisdiction or declined jurisdiction. Neither was it alleged that there was a denial of natural justice.

The majority decision upholding the Board's orders and dismissing the company's appeal was delivered by Mr. Justice McNiven, with whom Chief Justice Martin and Mr. Justice Culliton concurred.

Mr. Justice McNiven first reaffirmed the stand taken by the courts previously that in spite of the privative clause contained in Section 17 of the Act an error on the face of an order is a ground for quashing an order in *certiorari* proceedings.

Afterwards he analyzed the provisions of Section 8 (1) (e) of the Trade Union Act, which essentially provides:

It shall be an unfair labour practice for any employer

- (1) to discriminate in regard to hiring or tenure of employment or any term or condition of employment;
- or
- (2) to use coercion or intimidation of any kind including *discharge* or threat of discharge of an employee with a view to encouraging or *discouraging*
  - (a) membership in, or
  - (b) activity in or for a labour organization, or
  - (c) participation of any kind in any proceeding under this Act and if an employer...discharges an employee from his employment and it is alleged by a trade union that such employer...has thereby committed an unfair labour practice within the meaning of this clause, it shall be presumed unless the contrary is proved that such employer has discriminated against such employee in regard to tenure of employment with a view to discouraging
    - (a) membership in, or

- (b) activity in or for a labour organization or
- (c) participation in any proceeding under this Act.

Counsel for the company took the position that it is not an unfair labour practice to discharge an employee under the Trade Union Act and only becomes so under Section 8 (1) (e) when such employee is discharged with a view to encouraging or discouraging, (a) membership in, or (b) activity in or for any labour organization, or (c) participation of any kind in any proceeding under this Act; that each of the foregoing "a", "b" and "c" expressed in the alternative is an ingredient of an unfair labour practice and a positive finding by the Board with respect thereto is essential to the validity of its order; that the expression as used in the Board's order, "within the meaning of Section 8 (1) (e)" is not a sufficient substitute for a positive finding by the Board; that the employer should not be left in uncertainty and doubt as to the precise unfair labour practice in which it has engaged; that the Court should not be asked to speculate as to what was included in the order of the Board.

In the opinion of Mr. Justice McNiven, Section 8 (1) (e), stripped of non-pertinent phraseology, may be read as follows:

It shall be an unfair labour practice for an employer or employer's agent to discharge an employee with a view to discouraging membership in or activity in or for a labour organization or participation of any kind in a proceeding under this Act.

The presumptive clause in Section 8 (1) (e) that the employer discriminated against the employee (thus committing an unfair labour practice) goes into effect (unless the contrary is proved) when it is alleged by a trade union that the employer has discharged an employee from his employment and by doing so "has thereby committed an unfair labour practice within the meaning of this clause".

Mr. Justice McNiven was of the opinion that the complaint made by the trade union contains the allegations which meet the requirements of the section to give rise to the presumption, and thus clearly identifies the unfair labour practice with which the employed is charged.

Further he added that the Trade Union Act is a code with the object as defined in the preamble to the Act:

An Act respecting trade unions and the right of employees to organize in trade unions of their own choosing for the purpose of bargaining collectively with their employers, and confers a jurisdiction upon the Labour Relations Board which is exercised as defined therein.

The essence of the complaint is the dismissal of an employee with a view, that is the intent, design, aim or purpose, of *discouraging* membership in or activity in or for a labour organization as defined in the Act or participation of any kind in a proceeding under this Act. The employee is the immediate victim of the employer's motive in discouraging in him and/or in others the activities expressed disjunctively but there is nothing in the Act which precludes their cumulative effect as an unfair labour practice. It may well be that an employee as a member is also active in a labour organization and in a proceeding under this Act may appear as a witness. In case of dismissal under such circumstances, if uncontroverted, the presumption would arise and the Board would not be required to distinguish and declare which was the dominant view or intent in order to find that the employer engaged in an unfair labour practice. "View" connotes a state of mind which may be established by proof of an overt act or admission but more frequently is established by inference from an accepted fact or facts.

In support of his stand Mr. Justice McNiven referred to and quoted from *Taylor v. Clemson*, 8 E.R., p. 1233; *Dempster v. Purnell*, 133 E.R. p. 1189; and quoted Section 11 of The Interpretation Act, R.S.S. 1953, c. 1, which reads:

Every Act and every regulation and every provision thereof shall be deemed remedial, and shall receive such fair, large and liberal construction and interpretation as best insures the attainment of the object of the Act, regulation or provision.

He concluded that in his opinion the finding of an unfair labour practice was sufficiently expressed in the Board's order.

Afterwards Mr. Justice McNiven dealt with and rejected the company's second objection that the Board's order requiring the employer to reinstate the employee within 24 hours after service of a copy of the order upon the employer or its agent instead of "forthwith" shows an error on its face and that such delay in effectiveness of the order contradicts the finding of an unfair labour practice.

He accepted the meaning of "reinstatement" as defined in *Re: Trade Union Act: re Blackwoods Beverages Limited and Dairy Employees, Truck Drivers and Warehousemen Local 834*, (L.G. 1956, p. 1032) to the effect that reinstatement means replacing the employee in the position from which he was dismissed, and continued:

Reinstatement as to time is not possible, but the time element is provided for by compensation for monetary loss suffered by his discharge. Fixing the monetary loss is within the jurisdiction of the Board. At common law the employee is required to minimize his loss by seeking other employment may well preclude immediate reinstatement. In any event, by Section 5 (g) the Board has power to make an order, and the terms of such other employment



"requiring the employer to reinstate any employee discharged under circumstances determined by the Board to constitute an unfair labour practice."

That power is not limited as to time and the Board would be expected to exercise its discretion having regard to the circumstances then before it.

For these reasons Mr. Justice McNiven would dismiss the company's appeal with costs.

Mr. Justice Gordon, dissenting, was of the opinion that the ontested order was bad in that it did not indicate the unfair labour practice of which the company had been found guilty. The order for reinstatement being quashed the order fixing the monetary loss would fall with it. He would quash both orders and direct that the Labour Relations Board should pay the costs.

Mr. Justice Procter, dissenting, concurred with the judgment of Mr. Justice Gordon and made further observations, particularly regarding the part of the order requiring the company to reinstate the employee in his employment "within 24 hours from the time of service of a duplicate original copy of the order."

Section 5(f) gives the Board power to reinstate the employee discharged under circumstances which constitute an unfair labour practice. One of the objects sought to be obtained by the Trade Union Act is to insure to an employee continuity of his employment by "reinstatement" if wrongly discharged.

Section 5(g) provides for compensation for his monetary loss of wages during the entire period he has been idle through discharge by an employer under circumstances determined by the Board to constitute an unfair labour practice. The provision for "reinstatement" contemplates not only the feature of continuity of the employment but also compensation for a monetary loss, which in most cases would not be recovered in a civil court.

It is for this reason that the date of the fixing of the employee's reinstatement under the Trade Union Act becomes so material in an order of the Board. The date of reinstatement is the date from which compensation and monetary loss for the wrongful dismissal must be calculated. The employee being reinstated as of the date of his dismissal, is entitled to his wages from his date of discharge. Otherwise the Board must apply the ordinary principle of civil law that the employee's monetary loss depends on his right to notice of dismissal, having regard to whether his employment is on an hourly, daily, or fortnightly basis.

I can find nothing in the Act which authorizes the Board to base their assessment for compensation or monetary loss on any principle other than the civil law principle set forth above, except their authority to order "reinstatement" which of necessity carries with it the employee's right to wages up to the date of the Board's order. Otherwise, the employee's monetary loss or compensation is that provided for in the civil court.

Employees have certain rights under The Unemployment Insurance Act entitling them to benefits dependent on the continuity of their employment. There are other benefits such as pension schemes, rules of seniority, sick leave, holidays and other benefits, all dependent on continuity of employment. These rights are incapable of assessment on a monetary basis. The Board making a proper order for reinstatement under the Act protects such rights since "reinstatement" as applied to an employee has definite legal consequences. It restores the parties to the *status quo ante*.

In the case at bar the Board neither made a proper order for the employee's reinstatement nor properly fixed and determined his monetary loss. One of the consequences of reinstatement is to restore the "*status quo ante* the dismissal". Another consequence, as pointed out in the English decisions relied on, is to entitle the employee to have his monetary loss determined on the basis that he is entitled to his wages from the date of dismissal. From the monetary loss determined on this basis is deducted whatever he may have earned.

It was suggested that the order for reinstatement may fix a date later than that of the dismissal since the employee at the time of the hearing by the Board may be unable to resume his employment immediately through sickness, temporary employment requiring notice of termination, or other cause. In Mr. Justice Procter's opinion these are matters for the Board to take into consideration in fixing the monetary loss but they do not operate to postpone the date of reinstatement.

These considerations and others led Mr. Justice Procter to the conclusion that the orders of the Board were wrong in law, and both orders being interdependent should be quashed, *MacCosham Storage and Distributing Company (Saskatchewan) Limited v. Canadian Brotherhood of Railway Employees and Other Transport Workers Division No. 189*, The Saskatchewan Court of Appeal, June 16, 1958, unreported.

The Kennedy-Ives labour reform bill, aimed at cleaning up corruption in United States trade unions and in union-management relations, was defeated in the House of Representatives by a vote of 198-190. It has previously been passed by the Senate by a vote of 88 to 1.

# Recent Regulations under Provincial Legislation

Nova Scotia amends two female minimum wage orders to provide for learners' rates. New Brunswick issues rules for welding of boilers

In Nova Scotia, the general female minimum wage order and the special order for women in the fishing industry were amended to provide for learners' rates.

New provisions setting out requirements for welders' certificates and qualification tests were added to the New Brunswick Code for Boilers and Pressure Vessels.

In Alberta, the apprenticeship regulations for the trades of bricklayer, mason, tile setter, terrazzo worker, plumber, steamfitter and gasfitter were re-issued.

## Alberta Apprenticeship Act

Revised apprenticeship regulations for the trades of bricklayer, mason, tile setter, terrazzo worker, plumber, steamfitter and gasfitter were gazetted on July 31, the principal change being that special regulations are now laid down for the trade of gasfitter. Previously, gasfitters were subject to the same rules as plumbers and steamfitters.

Except for the provisions dealing with the term of apprenticeship and minimum wages, the special regulations for the trade of a gasfitter (188/58) are the same as the revised regulations for the trade of plumber and steamfitter (187/58). These in turn are similar to regulations issued last December for the trade of a plumber, steamfitter, and gasfitter (L.G., Feb., p. 190), the only difference being that the provision stating that increases were automatic on the respective due dates has been deleted so as to make it clear that wage increases are contingent upon passing the technical training courses.

To be eligible for apprenticeship in the trade of gasfitting, an applicant must be at least 16 years of age and preferably not over 25 years of age and must have completed Grade IX or its equivalent. These are the same requirements as are laid down for the trade of a plumber and steamfitter.

The term of apprenticeship is shorter, however: three years instead of four. As is customary, time credits will be given for vocational or technical training or previous experience in the gasfitting trade.

The ratio of apprentices to journeymen remains one to two, with the usual exceptions.

The rules with respect to educational classes, courses of instruction, trade training and annual certificates of progress are the same as those laid down for other apprenticeable trades.

During the early part of his apprenticeship, a gasfitter, as before, is entitled to the same minimum wage as an apprentice in the plumbing and steamfitting trade, that is, 40 per cent of the prevailing journeyman's wage for registered employment prior to first year technical training and 50 per cent after successful completion of first year technical training. In line with the shorter term of apprenticeship, however, the minimum rate payable after a second successful year has been increased from 60 to 70 per cent. From the time he passes his third year of technical training until completion of his contract, the minimum for an apprentice gasfitter is now 90 per cent of the journeyman's rate. The minimum for apprentices in the plumbing and steamfitting trade continues to be 60 per cent of the journeyman's rate after successful completion of second year technical training, increasing to 75 and 90 per cent after he passes his second and third year courses.

The new regulations for the trade of bricklayer, mason, tile setter and terrazzo worker (186/58) are the same as those issued in November 1956 (L.G., March 1957, p. 346), the only change being that here, also, the provision respecting automatic wage increases has been deleted.

## Alberta Electrical Protection Act

Amendments to the regulations under the Alberta Electrical Protection Act governing the manufacture, installation and inspection of electrical equipment (Alta. Reg. 428/57) were gazetted on June 30 as Alta. Reg. 163/58.

Among other new rules is a provision which states that all electrical equipment and apparatus used in oilfields must be of an approved type, by which is meant equipment or apparatus carrying an approval marking of either the Canadian Standards Association or the Alberta Electrical Inspection Branch.

Equipment or apparatus for use in non-hazardous locations which has not been approved by the CSA may be submitted to the Electrical Inspection Branch for test and inspection. If found to comply favourably with CSA specifications, it may be given temporary local approval on the understanding that the manufacturer will apply to the CSA for certification and listing.

Equipment or apparatus for use in hazardous locations will be considered acceptable for inspection and possible temporary approval only if it has passed the tests of a recognized testing laboratory such as the Underwriters' Laboratories Incorporated of Chicago or the CSA. If the size or capacity is such that testing facilities are not available, it will be necessary to show that similar equipment or apparatus, produced by the same manufacturer in sizes or capacities for which tests are available, has passed the prescribed tests. In such cases, temporary local approval may be granted, provided the manufacturer applies to the CSA for a formal listing.

Additional rules for electrical installations and equipment used in the search for and production of oil, natural gas or related hydro-carbons are also set out; supplementing the other regulations under the Act and the rules of the Canadian Electrical Code. Among other rules are provisions respecting wiring methods in seismic shot hole drilling rigs, standards for lighting installations on gas and oil drilling and servicing rigs, guards on lighting fixtures and portable lamps, pump installations for wells and requirements for battery installations and sources of ignitable vapours.

One of the special provisions states that all installations covered by these regulations must be properly maintained and operated in accordance with the Canadian Electrical Code.

### **New Brunswick Stationary Engineers Act**

The New Brunswick Boiler and Pressure Vessel Code issued in 1956 (L.G. 1956, p. 1042) has been amended by the addition of a new section setting out supplementary requirements for welders.

The new provisions, which were approved by O.C. 58-553 and gazetted on August 20, lay down the responsibilities of manufacturers and welders, provide for welders' qualification tests, set out the classification of certificates, and prescribe the qualifications of applicants.

#### **Responsibilities of Manufacturers, Welders**

Every manufacturer, contractor, welding shop operator or other person who welds or engages an employee to do any welding upon any boiler, pressure vessel or pressure piping will be held responsible for the quality of the work done.

Before such work commences, approved welding procedure tests are to be conducted in accordance with ASME and ASA code

requirements, proof of which must be submitted to the Boiler Inspection Branch of the Department of Labour for registration.

Any person who welds or employs welders is also required to make arrangements with the Department for a welder's qualification test or obtain approval for an equivalent test meeting the requirements of the ASME and ASA codes, and witnessed by an authorized inspector or a person approved by the Chief Inspector.

Before work on any new construction begins, the design of the vessel must have been approved and registered by the Department. In the case of repair work, the employer or welder must make sure that all rules set out in Part 2 of the New Brunswick Code with respect to repairs by fusion welding are being complied with.

#### **Welders' Qualification Tests**

Welders' qualification tests will be prescribed by the Chief Inspector and witnessed by an authorized boiler inspector, who will stamp each coupon in the manner prescribed. As far as is practicable, tests must be in accordance with the welding test requirements of the ASME and ASA codes.

Applications are to be sent to the Chief Inspector, who will determine whether candidates have sufficient experience and knowledge to warrant a qualification test.

A welder must be tested in all methods and types of welding and for every position in which he will be required to weld, but if he passes a butt weld test, the inspector may waive the requirement for a fillet weld test for the same position. Before being granted a certificate authorizing him to weld pressure piping in a fixed position, however, a welder must qualify for all positions. Specific rules are also laid down with respect to thickness of material, spacing and defects.

A welder who fails a qualification test in one position only may undergo an immediate retest consisting of two separate welds, both of which must meet code requirements. If he fails, he may apply for a further retest after having had additional training or experience satisfactory to the Chief Inspector.

If a welder fails in more than one position, he will be required to have additional training or experience before being eligible for another qualification test.

A welder's qualification test will be effective for a period of 12 months or for a longer period if approved by the Chief Inspector. However, a retest may be ordered at any time if a welder is suspected of losing his proficiency.



### **Classification of Certificates**

Two types of certificates are provided for, a qualified welder's certificate and an approved welder's certificate.

The holder of a qualified welder's certificate may fabricate boilers, pressure vessels and pressure piping under the rules of the ASME and ASA codes. He is also authorized to repair boilers in accordance with provisions 2003 and 2004 of the New Brunswick Code.

An approved welder's certificate permits the holder to fabricate boilers with a working pressure not exceeding 15 p.s.i. steam or 30 p.s.i. hot water and pressure piping with a working pressure of 100 p.s.i. or less. It also entitles him to make repairs in the locations specified in provision 2004 of the provincial code.

### **Qualifications of Candidates for Examination**

To be eligible for examination for a qualified welder's certificate, an applicant must be at least 18 years of age and must satisfy the Chief Inspector that he has had at least three years experience in the welding trade or holds a journeyman welder's certificate under the New Brunswick Apprenticeship Act and, in addition, has had at least 12 months experience welding on boilers or other pressure vessels or pressure piping.

No person may apply for an approved welder's certificate unless he is 18 years of age or over and has had two years' experience in the trade or is the holder of a journeyman welder's certificate and, as well, has had a minimum of six months' welding experience on general steel construction, structural steel, plates, channels, angles, pipes, tanks, etc.

### **Renewal, Suspension and Cancellation**

A certificate of qualification will be valid for one year from date of issue but may be renewed if the holder successfully completes a test in a position decided by the inspector or has passed an interim test during the year.

A certificate of qualification not only expires after one year unless renewed but also becomes invalid if the welder has not used the specific process stated on the certificate for a period of three months or more.

A certificate may be suspended or cancelled by the Chief Inspector if he thinks that the holder has obtained it through misrepresentation or fraud, is addicted to intoxicating liquor or narcotic drugs, has become physically or mentally incapacitated, is incompetent or grossly negligent

in the discharge of his duties, has failed to comply with the welding provisions of the New Brunswick Code or the ASME Code requirements, has been guilty of an act of impropriety in connection with his duties, or has allowed an unauthorized person to stamp his allotted symbol upon work not performed by him.

The regulations further provide that if a certificate is cancelled a welder may no longer use his assigned symbol or his authorization, both of which must be forwarded to the Department immediately.

### **Other Rules**

One of the general rules prescribes the manner in which a welder is required to stamp his work.

Another provides that, except with the permission of an inspector, no welded repair upon any high or low pressure boiler, pressure vessel or piping may be covered by insulation or other material until authorized by a boiler inspector.

### **Nova Scotia Female Minimum Wage Act**

Amendments to the general female minimum wage order and the special order for women in the fishing industry restoring learners' rates that were dropped last June when the orders were revised (L.G. July, p. 778) were gazetted on August 27. Also gazetted that day were amendments to the provisions in the general order and the special order for beauty parlours respecting statutory holidays.

Instead of \$21.60 a week in Zone 1 (Halifax and nine other cities and large towns) and \$19.20 in Zone 2 (the 33 other incorporated towns), female employees in factories, shops and offices may now be paid a minimum of \$18 a week for work performed within a probationary period of 90 days immediately following the date of employment. Since June 1, when the revised rates went into effect, beginners in Zones 1 and 2 have been entitled to the same minimum as experienced workers. Prior to that, however, lower rates were set for learners, the minimum being \$2 less than full rate during the first three months and \$1 less during the next three months.

In Zone 3, which covers the rest of the province, the minimum for learners remains \$14.40 a week, the same as for experienced workers. Before June 1, however, no minimum wage was fixed for the small centres.

In the fishing industry, women may now be paid 37½ cents, instead of 45 cents an hour, during a 90-day probationary period. When learners' rates were previously in effect they were 2, 4 and 6 cents lower than the full-time rate of 35 cents an hour.

The provisions in the general order and the special order for beauty parlours protecting employees against deductions from minimum wages for time not worked on a statutory holiday now provide that employees must have worked all scheduled

working days in the week during which a holiday occurs. If a holiday falls on a Monday, employees must have worked the last scheduled working day immediately prior to the holiday.

## 17th Annual Conference, Canadian Association of Administrators of Labour Legislation

Problems of administration and enforcement of labour standards, and labour relations legislation were discussed at the 17th Annual Conference of the Canadian Association of Administrators of Labour Legislation in Winnipeg, August 12-15. W. H. Sands, Deputy Minister of Labour of British Columbia, and President of the organization, was chairman.

Fifty-three delegates, representing the federal and provincial departments of labour, the Unemployment Insurance Commission and the Yukon and Northwest Territories Administration, attended the four-day conference.

In his remarks of welcome, Premier Dufferin Roblin of Manitoba spoke of the challenging responsibility of labour departments in that they were concerned with the happy relations between men and their work and between men and society as a whole. "What you do," he said, "affects more people than almost any other branch of government."

Hon. J. W. M. Thompson, Manitoba Minister of Labour, congratulated the Association on its work and achievements and emphasized the value of such an organization to administrators in keeping abreast of developments in their field.

Following a day's session on recent legislative and administrative changes in Canada the conference discussed various aspects of labour standards and labour relations legislation. Special sessions for the senior officers concerned with the administration of these two subjects were held concurrently with the general sessions.

Laws relating to minimum wages, hours of work, vacations with pay, and so on, were dealt with at the sessions on labour standards. As an introduction to the discussion of current trends in this type of legislation in Canada, Dr. John T. Dunlop, Professor of Economics at Harvard University, reviewed the political, social and economic factors that have influenced the setting of labour standards in advanced countries, and spoke of the trends that

were emerging in a number of these countries. (The text of Dr. Dunlop's address will be published in a later issue.)

The conference discussed also problems arising in connection with the collection, presentation and co-ordination of statistics in the labour standards field.

At the labour relations sessions, particular attention was given to problems confronting Labour Relations Boards, and to the recruitment and training of conciliation officers.

The federal and provincial representatives attending the conference included: *British Columbia*—Hon. Lyle Wicks, Minister of Labour and Railways; W. H. Sands, Deputy Minister of Labour and Railways; B. W. Dysart, Chief Administrative Officer; R. G. Clements, Conciliation Officer. *Alberta*—Hon. Raymond Reiersen, Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; H. E. Bendickson, Vice Chairman, and Wm. Maday, Chief Inspector, Board of Industrial Relations. *Saskatchewan*—H. S. Elkin, Deputy Minister of Labour; P. G. Makaroff, QC, Chairman, Labour Relations Board; C. K. Murchison, Director of Labour Standards; George Sotiroff, Director of Research and Planning. *Manitoba*—Hon. J. W. M. Thompson, Minister of Labour; W. Elliott Wilson, QC, Deputy Minister of Labour; E. G. Weeks, Administrative Officer; M. T. McKelvey, Registrar, Manitoba Labour Board; O. D. Hamilton, Chief Inspector, and W. G. Shepherd, Senior Staff Inspector, Employment Standards Division; M. Del Begio, Chief Inspector, Mechanical and Engineering Division; James Aiken, Director, Apprenticeship Division; W. Hurd, Apprentice Supervisor; B. Lepkin, J. G. White and A. E. Keppel, Conciliation Officers.

*Ontario*—J. B. Metzler, Deputy Minister of Labour; Jacob Finkelman, QC, Chairman, Labour Relations Board, G. W. T. Reed, Vice Chairman, Labour Relations Board; F. F. Gallant, Solicitor, Labour

Relations Board; Mrs. Josephine Grimshaw, Economist. *Quebec*—Charles Bélanger, Secretary, Minimum Wage Commission (Quebec District); Noël Bérubé, Chief Conciliation Officer (Quebec District); Évariste Bernier, Senior Officer; Maxime Ducrest, Economist. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; H. F. White, Director, Labour Relations and Minimum Wages Branch; Horace A. Hanson, QC, Chairman, Labour Relations Board. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; J. P. Bell, Executive Director of Industrial Relations; F. F. Crooks, Director of Labour Practices; Miss June Taylor, Supervisor of Statistical Analysis. *Prince Edward Island*—W. W. Reid, Deputy Minister of Welfare and Labour.

*Federal*—A. H. Brown, Deputy Minister of Labour; C. Rhodes Smith, QC, Chairman, Canada Labour Relations Board;

Bernard Wilson, Director of Industrial Relations; W. R. Dymond, Economics and Research Branch; Miss Edith Lorentsen, Director, Legislation Branch; J. T. Montague, Economics and Research Branch; J. S. Gunn and W. E. Sproule, Industrial Relations Officers, Winnipeg; Miss Evelyn Best, Legislation Branch; M. R. Morgan, Regional Enforcement Officer, Prairie Region, Unemployment Insurance Commission; L. A. C. O. Hunt, Assistant Director, Northern Administration and Lands Branch, Department of Northern Affairs and National Resources.

The officers of the Association for 1958-59 are: N. D. Cochrane, New Brunswick, President; J. B. Metzler, Ontario, 1st Vice President; W. Elliott Wilson, QC, Manitoba, 2nd Vice President; Miss Evelyn Best, Department of Labour, Ottawa, Secretary-Treasurer. W. H. Sands, British Columbia, retains a place on the executive committee as Past President.

## British Columbia Coast Steamship Service Act

An Act of Parliament given Royal Assent on July 25 provided for the resumption of the British Columbia Coast Steamship Service between Vancouver Island and the mainland of British Columbia, operated by the Canadian Pacific Railway Company, which had been closed by a strike since May 16.

The Act gave the Governor in Council authority to appoint an administrator to carry on all or any part of the business of the company and made him the agent of the company for the purpose of carrying on its business subject to the directions of the Governor in Council. R. K. Smith was appointed administrator on July 25 (L.G. Aug., p. 838).

The administrator was required by the Act to resume forthwith the carrying on of the business of the company suspended by the strike. Every employee then on strike was required to return to work on the terms and conditions set forth in designated collective agreements (the agreements in effect before the strike) amended by the Act to increase rates of wages by 8 per cent. As amended, each agreement was extended until a new collective agreement comes into effect.

The company and persons acting on its behalf were prohibited from refusing to allow any employee to return to work or discharging any employee by reason of his having gone on strike.

The officers authorized to bargain on behalf of each union were directed to give notice to the members of the union that any strike authorization given them before the commencement of the Act was made invalid by the Act.

The company and each of the three unions involved (The National Association of Marine Engineers of Canada, Inc.; The Canadian Merchant Service Guild, Inc.; and the Seafarers International Union of North America) were required to enter into negotiations forthwith with a view to settlement of the matters in dispute and to bargain in good faith with one another and make every reasonable effort to conclude an agreement.

The Act further gives the Governor in Council authority to make regulations for ensuring the continued operation of the business of the company, for directing the administrator, and for establishing procedures for effecting a settlement.

The Governor in Council is also given the authority to refer to a board of three arbitrators, on the request of the parties, any matters relating to the revision or amendment of the existing collective agreements. It may also refer to a board of arbitration such matters "as the Governor in Council may deem expedient," and may make regulations for giving effect to the

(Continued on page 1180)



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Initial claims for benefits in July up 7 per cent over June total and 53,000 higher than year-earlier figure, statistics\* show. Claimants on live file down 4 per cent from June but up 46 per cent from year ago

The number of initial and renewal claims for unemployment insurance benefit in July was 167,402, about 7 per cent more than the June total of 155,754. During July 1957 initial and renewal claims filed numbered 114,107.

The larger number of claims in July is associated mainly with curtailed production in certain branches of manufacturing, particularly transportation equipment.

A total of 300,826 persons had a claim for unemployment insurance benefit (regular) in the "live" file on July 31, some 46 per cent above the total of 205,779 for July 31, 1957. On June 30 the count of claims in the live file was 445,487 (this figure includes a residual of 131,878 claims on behalf of seasonal benefit claimants). The number of claimants for regular benefit at July 31 compared with the previous month declined by some 12,000 or 4 per cent.

Males comprised 68.3 per cent of the total claimants on July 31, compared with 70.7 on June 30 and 67.5 on July 31, 1957.

Postal claimants comprised 29.5 per cent of the July 31 claimant group, down approximately 5 percentage points from the June ratio of 34.4 per cent. On July 31, 1957, 29.1 per cent were classed as postal.

On July 31, 42 per cent of the claimants had relatively short duration on claim, i.e., 4 weeks or less, while 20 per cent had a continuous record of at least 21 weeks. This represents a substantial change from the end of June, when these proportions were 27 and 35 per cent, respectively. This rather sharp change in the composition of the claimant group is due to the fact that the June 30 data included seasonal benefit claimants, of whom a large portion had a relatively long period on claim. At

the end of July 1957, fewer than 15 per cent of claimants had been on claim 21 weeks.

Twenty-two out of every 100 initial claims adjudicated during July did not show sufficient contributions to qualify for benefit. During June, only 7 per cent of initial claims fell into this category. The substantially higher qualifying ratio for June was due mainly to the operation during June of the seasonal benefit terms enabling claimants to qualify with a shorter period of attachment to insurable employment.

The July benefit payments at \$27 million were 28 per cent below the June total of \$37 million, but were almost double the amount paid out during July last year (\$14 million). Payment data for the month included final payments outstanding to seasonal benefit claimants at the end of the seasonal benefit period.

The average weekly payment was \$20.67 for July, \$20.72 for June and \$20.12 for July 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,181,084 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At July 31 employers registered numbered 305,683, an increase of 535 since June 30.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Enforcement Statistics

During July, 5,708 investigations were conducted by enforcement officers across Canada. Of these, 3,906 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 122 were miscellaneous investigations. The remaining 1,680 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 195 cases, 68 against employers and 127 against claimants.\* Punitive disqualifications as a result

of claimants' making false statements or misrepresentations numbered 972.\*

## Unemployment Insurance Fund

Revenue received in July totalled \$22,552,462.00 compared with \$19,427,334.68 in June and \$23,070,810.31 in July 1957. Benefits paid in July totalled \$26,782,089.93 compared with \$36,962,854.91 in June and \$13,776,646.25 in July 1957. The balance in the fund on July 31 was \$640,291,006.61; on June 30 it was \$644,520,634.54 and on July 31, 1957, \$862,023,425.84.

# Decisions of Umpire under the Unemployment Insurance Act

## Decision CUB-1545, August 11, 1958

**Summary of the Main Facts:** The claimant, widowed, 41 years of age, was temporarily employed by the Town of Z....., N.S., as a typist at a reported wage of \$48.56 a week from December 1, 1957 to December 21, 1957. On December 23, 1957, she filed an initial application for benefit and registered for employment as a telegraphic typewriter operator. Previous to the aforementioned employment she worked as a typist for the Canadian National Railways.

On January 15, 1958, the claimant was notified of temporary employment of about three months duration as a clerk and typist with the National Employment Office, Z....., N.S., at a wage of \$1.00 an hour. The hours of work were seven and a half a day and 37½ a week. She refused to accept the offer of employment for the reasons that, as she was receiving treatments from her doctor, she had to be ready to take them at any time, that her doctor had requested her to rest until May so that she would be in good health if she obtained steady work then and that the wages were lower than those which she had received while working for the CNR.

On January 20, 1958, the insurance officer disqualified the claimant from receipt of benefit from December 22, 1957, because, in his opinion, she was not available for work in that she was ordered by her doctor to take a rest and was under his care. He disqualified her also from January 12, 1958

to February 22, 1958, on the ground that she had, without good cause, refused to accept a situation in suitable employment (sections 54 (2) (a) and 59 (1) (a) of the Act).

The claimant submitted a medical certificate dated January 20, 1958, to the effect that she was suffering from an illness whereby she would not be capable of resuming employment for approximately two months, that its onset had been gradual over two to three months, and that she had first been examined by her physician on December 30 and subsequently on January 6, 1958. There is a note in the margin of the certificate to the effect that it is not "accepted" by the insurance officer as it does not state the date of commencement of the illness.

On January 22, 1958, the claimant appealed to a board of referees, stating that when she was offered the position with the National Employment Office over the telephone, she inquired if her refusal to accept the job would jeopardize her chances of receiving benefit and was told that such was not necessarily so; that at the same time she informed the officer over the telephone that she was under the care of her doctor but could, nevertheless, accept employment, that she informed him also that she would forego the medical treatments rather than suffer the loss of payment of benefit, that she was advised that if her separation from her previous employment was not on account of ill health and that once her claim had been approved and benefit had been paid, she would continue to receive such (which she did for

\*These do not necessarily relate to the investigations conducted during this period.

the first two weeks after her waiting period) unless she refused an offer of suitable employment. She stated also that she was registered for employment as a telegraphic typewriter operator but no position of a similar classification had been offered to her.

The board of referees, after having heard a representative of the claimant's Brotherhood on March 13, 1958, by a unanimous decision upheld both disqualifications. In arriving at its decision, the board felt that the employment was suitable and should have been acceptable in view of the nature of the work and the rate of pay involved; that it seemed that the claimant refused to accept the employment because of her health, yet she contended all the while to be available, holding herself in readiness and in anticipation of obtaining her previous employment with the CNR; and that, in other words, she was so restricting the sphere of her employment as to be considered not available for work.

The claimant's Brotherhood appealed to me mainly on the grounds that the wages and working conditions were not as good as the claimant previously had with the CNR, the wages for the job offered being \$11.06 a week less and the position was below that of typist, which was her occupation at the time of being laid off; that receiving medical treatment only after being in receipt of benefit should not disqualify her from payment thereof; that she was prepared to forego treatment if such affected her eligibility for benefit and that there was no evidence of her refusal to accept employment nor that she mentioned to the employment officer that she had to take a rest.

The Brotherhood also requested an oral hearing before me, which was held on July 15, 1958. Both the claimant and the Unemployment Insurance Commission were represented.

Among the records are two letters dated June 23 and 28, 1958 respectively, which the claimant wrote to an official of the Brotherhood and wherein she stated that the operation she underwent was an hysterectomy, that her physician could not state exactly when her trouble first occurred as nobody can tell when "growths" begin, that she called him when she first started to haemorrhage, on December 30, 1957, that she entered the hospital on January 28, 1958, and was operated on the next day, that she was under the care of her doctor when the employment was offered to her, that it was only the day before her

admittance to the hospital that it was decided she would have to enter the hospital and that it would be noted from the report of the employment officer that she did not refuse to accept work.

**Considerations and Conclusions:** The record shows that for several months, prior to December 21, 1957, when her temporary employment with the Town of Z..... terminated, the claimant had been in the employ of the Canadian National Railways as telegraphic typewriter operator. During all this time no question of the claimant's health arose, and although subsequent events proved that for a month or two, unknown to herself, she had been affected by a gradual internal growth, this did not in any way interfere with the carrying out of her duties.

The first occasion on which the claimant consulted a doctor was on December 30, 1957, when she began to haemorrhage, and I consider that on the evidence, until this occurred, she was quite capable of working.

No offer of employment was made to the claimant until January 15, 1958, and even then when her malady was obvious she showed her readiness to forego rest and medical treatment and accept the offer, in the event that a refusal to do so would have adversely affected her rights to unemployment insurance benefits. This does not prove that she was capable of work on the date of the offer but it is an indication of the claimant's honesty of purpose. To have attempted to work in mid-January would have been foolhardy, especially as two weeks later she had to undergo an operation.

I consider that, as from December 30, 1957, the claimant for all practical purposes was no longer capable of work, within the meaning of the Act. As a consequence I find that she had good cause for not taking up the employment which was offered to her on January 15, 1958, and that, if she had previously become entitled to receive benefit and otherwise continued to be so entitled, she would by virtue of the provisions of section 66 of the Act be relieved from disqualification under section 54 (2) (a), and for so long as she remained totally incapacitated by reason only of her illness.

Subject to verification by the Insurance Officer of the fact that by December 30, 1957, the claimant had served her waiting period and otherwise continued to be entitled to receive benefit, which information does not appear to be contained in the file, the union's appeal is allowed.



(Translation)

**Summary of the Main Facts:** The claimant, a 43-year-old married woman, worked as an office clerk for a federal Department at M....., from February 18, 1957 to June 30, 1957, at a salary of \$185 a month. She had worked in this capacity as a temporary employee for the same employer approximately  $4\frac{1}{2}$  months each year for four years.

She filed an initial claim for benefit during the week of June 30, 1957, and drew benefit until the expiration of the entitlement established in her behalf, that is, until the end of October.

On December 17, 1957, she filed a new initial claim for benefit and registered for employment as an office clerk and a seasonal benefit period was established in her behalf in accordance with the provisions of section 50 (b) of the Act. The same day, the local office notified her of a position in her usual occupation in the same federal Department at B....., located 45 minutes by train from her home (transportation costs: 50¢ a day). This was temporary employment at the rate of \$1.00 per hour, which was to last about six months and which carried with it the obligation of doing overtime work at the employer's request. The claimant refused the proffered employment because she wanted to be back home not later than 6 o'clock every night to take care of her children, which task the need to do some overtime work would not permit.

In his comments, the placement officer pointed out that the claimant would have been expected to work two nights a week, two hours per night, on request, and that he had considered the employment suitable for the claimant on account of her long period of unemployment and because she had been engaged for some years now in temporary work only.

On December 30, 1957, the insurance officer disqualified the claimant from receipt of benefit for the period starting December 16, 1957, to January 25, 1958, being of the opinion that she had refused without good cause to apply for the proffered employment (section 59 of the Act). At the same time, the insurance officer also disqualified the claimant from receipt of benefit as of December 15, 1957, being of the opinion that she had not proved herself available for work (section 54 (2) (a) of the Act).

On January 2, 1958, the claimant appealed to a board of referees. She explained that the position offered, in addition to "necessitating" transportation by train and street-car at a cost of 75¢ a day, required

overtime work-sessions at night, a condition she was absolutely unable to accept on account of her domestic responsibilities which required her to be at home from 6 o'clock at night. On January 21, 1958, she added that in the employment offered her, the overtime work was not restricted to two hours per night, two nights a week, but was rather a daily practice. This, moreover, was confirmed by the employer, who specified that all his employees had to do overtime work on request, as the work might require, even on Saturday.

On January 23, 1958, the board of referees by majority finding upheld the two decisions of the insurance officer, being of the view that the domestic responsibilities of the claimant were not a sufficient reason for refusing the suitable employment which had been offered her, even if she had to do some overtime. The dissident member of the board expressed the opinion that the claimant should be maintained in her right to benefit, as the overtime work was an obligatory condition which was not being left to the claimant's discretion.

On January 29, 1958, the claimant appealed before me, alleging that she had never refused to work and that she should not be forced to accept a position requiring as a regular practice hours of overtime at night, which were not compatible with her domestic responsibilities. On March 24, 1958, the claimant in addition submitted a brief in which she added that the employment offered should not be considered suitable simply because she had been unemployed for a long period and had worked only in a temporary capacity.

The hearing of the case was held in M....., on May 6, 1958. The claimant and the Unemployment Insurance Commission were both represented.

**Considerations and Conclusions:** I do not think that it would be equitable to give paragraph (b) of section 59 (2) of the Act an interpretation that would make an employment of six months in the usual occupation of the claimant be suitable, when it necessitates, as in the present case, the obligation to do overtime work otherwise than occasionally or exceptionally.

With respect to the availability of the claimant, I confess that it leaves much to be desired and I would not hesitate to confirm the disqualification imposed under section 54 (2) (a) if the claimant's comments concerning the need for her to travel to get to work clearly indicated that she refused to do so. Such is not the case, however, and I do not feel justified in finding the claimant not available on the

(Continued on page 1180)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during August

### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 257 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 228 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 47,730.00
Post Office .....	15	109,706.30
R.C.M.P. ....	21	122,863.77

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be held upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during August

During August the sum of \$3,688.96 was collected from five contractors for wage arrears due their employees arising out of the failure of the contractors or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 148 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Southside Marsh N S:* McCully & Soy Ltd, construction of dyke & drainage, NS 113.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Hill-Clark-Francis (Quebec) Ltd, construction of biology & health physics bldg, No 513.

### Central Mortgage and Housing Corporation

*Amherst N S:* G E Carr, \*exterior painting of housing units, 4/48. *New Glasgow N S:* Maritime Sprayers & Decorators Ltd, \*exterior painting of housing units, 2/48. *Stellarton N S:* Maritime Sprayers & Decorators Ltd, \*exterior painting of housing units, 1/48. *Trenton N S:* Maritime Sprayers & Decorators Ltd, exterior painting of housing units, VR 1/48. *Camp Gagetown N B:* Conniston Construction Co Ltd, site improvement & planting, DND 55/54; Atlas Construction Co Ltd, construction of school, DND 52/54; W E Emerson & Sons Ltd, replacement of furnaces, DND 48/54. *Farnham Que:* Planned Renovators, \*exterior painting of housing units. *Montreal Que:* Charney Bros Inc, exterior painting of apartment bldgs, etc, Benny Farm; Planned Renovators, exterior painting of housing units, Villeray Terrace. *Nitro Que:* Lucien Cardinal, \*repairs to sheds. *Sherbrooke Que:* W Collin Reg'd, exterior painting of housing units. *Hamilton Ont:* Borgstrom Bros Ltd, site improvement & planting, FP 5/55. *Kenora Ont:* J H From, site improvement & planting, FP 2/56. *London Ont:* K Dudek, \*exterior painting of Cleve Court Apartments. *North Bay Ont:* Conniston Construction, site improvement & planting, FP 1/52. *Napanee Ont:* Arnold Clark, \*exterior painting of housing units. *Ottawa Ont:* O'Learys Ltd, \*paving of parking area, Strathcona Heights. *Pembroke Ont:* C A MacDowell & Co, \*exterior painting of housing units. *Petawawa Ont:* Evans Contracting Co Ltd, site improvement & planting, DND 9/55. *Renfrew Ont:* C A MacDowell & Co, \*exterior painting of housing units. *Trenton Ont:* Tatham Co Ltd, construction of school extension, DND 6/58. *Waterloo Ont:* Walker Painting & Decorating Co Ltd, exterior painting of housing units (HECL). *Moose Jaw Sask:* Joe Beer, \*exterior painting of housing units, project 2-6. *Cold Lake Alta:* Poole Engineering (1958) Ltd, paving of roads, DND 4/55 & 6/55. *Edmonton Alta:* Poole Construction Co Ltd, construction of school extension, DND 11/58; Edwin Tonn, exterior painting of housing units, 8/48 & 9/49. *Red Deer & Ponoka Alta:* Thorne Bros, \*exterior painting of housing units. *Matsqui B C:* Deitcher Construction Co, construction of housing units, DND 1/58. *Trail B C:* M E Obal Sash & Door Co Ltd, exterior painting of housing units, VR 1/48.



## Department of Citizenship and Immigration

*Shubenacadie Indian Agency N S*: Jack Bradley (Maritimes) Ltd, renovations to plumbing, Shubenacadie IRS. *Christian Island Indian Agency Ont*: Nap Beauchamp Construction Co, additions to UC School, Christian Island. *Manitoulin Island Indian Agency Ont*: P Harper & Co, construction of pump house, etc, Wikwemikong. *Walpole Island Indian Agency Ont*: J L Thompson Supply Co Ltd, alterations & additions to Agency office. *Portage la Prairie Indian Agency Man*: R E Turner, repairs to Birtle IRS. *Touchwood Indian Agency Sask*: Matheson Bros Ltd, mechanical renovations at Gordon's IRS. *Blood Indian Agency Alta*: Holte & Nordlund, repairs & alterations to fire escapes, etc, Blood IRS. *Lesser Slave Lake Indian Agency Alta*: Van Vliet Construction Co Ltd, construction of staff residences, High Prairie. *Saddle Lake Indian Agency Alta*: Valere's Construction, construction of staff residence, Saddle Lake Indian Reserve. *Stony-Sarcee Indian Agency Alta*: A C Scott Plumbing, installation of plumbing facilities & miscellaneous work, Morley IRS. *Bella Coola Indian Agency B C*: Martin Bros Ltd, construction of domestic water supply, Kitimat Indian Reserve No. 2. *West Coast Indian Agency B C*: Glazier Plumbing & Heating, alterations to heating system, Alberni IRS.

## Defence Construction (1951) Limited

*Summerside P E I*: Newton Construction Co Ltd, construction of armament bldgs, RCAF Station. *Cornwallis N S*: Connolly & Twizell Ltd, construction of underground steam distribution system, HMCS Cornwallis; Kenney Construction Co Ltd, construction of central heating plant, HMCS Cornwallis. *Greenwood N S*: Acadia Construction Ltd, construction of armament bldgs, RCAF Station; Cameron Contracting Ltd, construction of water reservoir, RCAF Station. *Halifax N S*: A D Ross & Co Ltd, supply & installation of switchboard, HMC Dockyard; Raymond Bourbeau, construction of sports field, Shannon Park; J P Porter Co Ltd, \*dredging at Seaward Defence Base. *Chicoutimi Que*: C Jobin Ltee, construction of QM stores bldg & heating plant. *Barriefield Ont*: G M Gest Ltd, remedial repairs to underground fire alarm system & telephone ducts with drainage system. *Downsview Ont*: Donald MacLaren Ltd, supply & erection of pre-fabricated steel bldg & outside services, RCAF Station. *London Ont*: Ellis Don Ltd, construction of warehouse No 4, etc, No 27, COD. *Navan Ont*: M J Sulpher & Sons Ltd, construction of command receiver bldg & outside services, RCAF Station. *Rockcliffe Ont*: Boreal Construction Co, construction of addition to AMC headquarters bldg & outside services, RCAF Station. *Uplands Ont*: International Water Supply Ltd, \*drilling of well, RCAF Station; Evans Contracting Co Ltd, grading, seeding & sodding, RCAF Station. *Saskatoon Sask*: Asphalt Services Ltd, reconstruction of roads & parking lots, etc, RCAF Station. *Calgary Alta*: Dominion Bridge Co Ltd, supply & erection of structural steel for drill hall, Sarcee Camp. *Esquimalt B C*: Yarrows Ltd, repairs to oil storage tank No 2, Colwood. *Vancouver B C*: Bay Co (BC) Ltd, supply & installation of boiler, RCAF Station. *Frobisher Bay N W T*: C A Pitts General Contractor Ltd, construction of Air Force refuelling base.

## Building and Maintenance

*Hagersville Ont*: Cosens Electric Ltd, installation of electric automatic fire alarm system in various bldgs. *Kingston Ont*: Cornwall Steeplejack & Waterproofing Co, repairs to & repointing of stone wall, CASC; Donald M Hawkins & Co, exterior painting of bldgs, RMC. *Picton Ont*: Ontario Building Cleaning Co Ltd, repairs to & repointing of masonry & brickwork, armouries. *Rockcliffe Ont*: O'Learys (1956) Ltd, repairs to runway, RCAF Station. *Trenton Ont*: Tatham Co Ltd, installation of tile floor in drill hall, RCAF Station. *Fort Churchill Man*: Carter Construction Co Ltd, alterations to water treatment plant. *Rivers Man*: Nelson River Construction Ltd, repairs to aircraft parking area, RCAF Station. *Winnipeg Man*: Kipp Kelly Ltd, modification of boilers, RCAF Station. *Calgary Alta*: Wm Clark Roofing & Building Supplies Ltd, reroofing & reflashing of bldgs 66 & 67, RCAF Station; Norwin Decorating Ltd, exterior painting of PMQs, Currie Barracks. *Wainwright Alta*: Taylor Decorating Ltd, exterior painting of bldgs at camp. *Boundary Bay B C*: Monarch Roofing Co, reroofing of hangar No 3.

## Department of Defence Production

*Summerside P E I*: Curran & Briggs Ltd, repairs to & paving of PMQ driveways, RCAF Station; J Rawek, exterior painting of PMQs, RCAF Station; Berken Painting Co, exterior painting of PMQs, RCAF Station. *Cornwallis N S*: E G MacCaul & Son, installation of boiler, etc, in bldgs, *HMCS Cornwallis*. *Dartmouth N S*: S W Ferguson Ltd, refinishing surfaces of hammerhead crane, RCN Armament Depot. *Greenwood N S*: Municipal Spraying & Contracting Ltd, surfacing of PMQ driveways, RCAF Station; Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: S W Ferguson Ltd, renovations of cranes on jettys 1 & 4, *HMC Dockyard*; S W Ferguson Ltd, renewal of roofing & parapets, Bldg 511, *HMCS Stadacona*. *Shearwater N S*: Municipal Spraying & Contracting Ltd, resurfacing of roads, RCN Air Station. *Coldbrook N B*: Stephen Construction Co, patching & sealcoating of pavement, 40 Camp Ordnance Railhead. *Bouchard Que*: Berwil Boiler & Steel Works Ltd, fabrication & erection of boiler breeching, Bldg No 39, No 4 Works Coy, RCE Detachment. *Montreal Que*: W B McGuire Engineering Co Ltd, installation of transitube system between Administration Bldg & Office Bldg, Ordnance Depot Area. *Quebec Que*: Antonio Barrette, rebuilding of retaining wall, Commissariat wall & Administration Bldg wall, La Citadelle. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs, RCEME school. *Downsview Ont*: Canadian Refractories Construction Ltd, boiler repairs, No 1 Supply Depot. *Churchill Man*: Heather & Little, reroofing of tar & gravel roofs, *HMCS Churchill*. *Portage la Prairie Man*: A Forsythe Coal Co Ltd, construction of tennis court & fencing, RCAF Station. *Saskatoon Sask*: Foulds Construction Ltd, construction of garages, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, construction of roads, Currie Barracks. *Cold Lake Alta*: Canadian National Railways, extension of spur track, RCAF Station. *Lethbridge Alta*: Wm Clark Roofing & Building Supplies Ltd, replacement of roofing on bldg No 23 & leantos, Kenyon Field. *Chilliwack B C*: Columbia Bitulithic Ltd, resurfacing of roads & parking areas at camp. *Esquimalt B C*: Parfitt Construction Co Ltd, alterations to various offices, bldg No 50, *HMC Dockyard*; Hume & Rumble Ltd, alterations to electrical system, bldg No 50, *HMC Dockyard*. *Northwest Highway System*: International Water Supply Ltd, \*installation of tubular well, mile 1016.

## National Harbours Board

*Halifax N S*: Standard Paving Maritime Ltd, repairing, widening & paving sections of marginal roadway, Ocean Terminals. *Montreal Que*: Louisbourg Construction Ltd, installation of water supply system at sections 40-42, Laurier Pier & section 110; Geocoon Ltd, waterproofing exterior walls & roof of grain elevator, B Annex. *Quebec Que*: Berger-ville Estates Ltd, construction of shed 8, Pointe-a-Carey; Cimota Construction Corp Ltd, construction of yardmaster's office & lunchroom. *Three Rivers Que*: Regional Asphalt Ltd, paving at sections 10, 11 & 12. *Vancouver B C*: Seabord Sheet Metal Ltd, renewal of roofing, Elevator No 1.

## Department of National Revenue

*Marienthal Sask*: Weyburn Builders & Supplies Ltd, construction of residence. *Pleasant Camp B C*: Dawson & Hall Ltd, construction of office bldg & garage.

## Department of Public Works

*Badger's Quay Nfld*: Louis Briffett & Sons Ltd, construction of post office bldg. *Georgetown P E I*: Douglas Bros & Jones Ltd, improvements to Railway Wharf. *Port Borden P E I*: Robert H Rankin, construction of post office bldg. *New Edinburgh N S*: B & M Comeau Construction Co Ltd, breakwater repairs. *North West Cove N S*: L G & M H Smith Ltd, wharf extension. *Petit de Grat N S*: MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. *St Andrews N B*: L G & M H Smith Ltd, wharf repairs. *Saint John N B*: Veterans' Window Cleaning Co, cleaning windows of federal bldgs for 1958-59; J E Wilson Roofing Co Ltd, installation of ventilation system in federal bldg; Richard & B A Ryan Ltd, construction of standards bldg. *Wilson's Beach N B*: J W McMulkin & Son Ltd, breakwater wharf extension. *Gros Cap Que*: Les Entreprises de l'Est Ltée, construction of roadway. *Havre aux Maisons Que*: Entreprises de l'Est Ltée, improvements to landing. *Pointe-au-Pic Que*: Gustave & Jean-Marie Dufour,

construction of protection walls. *Montreal Que*: J Rosario Loyer, construction of vault bldg; Boiler Brickwork Co Ltd, rebricking of fire boilers, Customs Examining Warehouse. *Riviere au Tonnerre Que*: Alphonse Montminy & Fils Inc, harbour improvements. *Ste Agathe des Monts Que*: Conrad Forget Inc, additions & alterations to federal bldg. *St Nicholas Que*: South Shore Construction Reg'd, construction of protection wall. *Arnprior Ont*: C A Leonard Electrical Co Ltd, electrical repairs, etc, Bldg No 28, Civil Defence College. *Blind River Ont*: Samson Construction Ltd, construction of post office bldg. *Brooklin Ont*: Simpsons Wood Products, alterations to screenline, new Post Office. *Cobourg Ont*: Sir Lindsay Parkinson (Canada) Ltd, repairs to pier. *Colchester Ont*: Dean Construction Co Ltd, harbour improvements. *Collingwood Ont*: Dalton Engineering & Construction Co Ltd, alterations to federal bldg. *Deep River Ont*: R G Reinke Sons Ltd, construction of federal bldg. *Don Mills Ont*: Smith Bros & Sons Builders Ltd, moving temporary bldg to Downsview. *Hamilton Ont*: Raymond International Co Ltd, harbour repairs & improvements for Ship Street Wharf, stage 3, Terminal No 3. *Ottawa Ont*: Ron Engineering & Construction Co Ltd, construction of addition No 2 to Finance Bldg, Tunney's Pasture; A Lanctot Construction Co Ltd, roofing & repairs to flashings, etc, Laurier House & Annex; L Beaudoin Construction Ltd, repairs to & repointing of exterior walls & steps, Supreme Court garage; A P Green Fire Brick Co Ltd, refractory work on boilers, Connaught Bldg; Bedard-Girard Ltd, replacement of transformers, etc, Rideau Hall; J E Copeland Co Ltd, construction of PBX bldg, Riverside Drive Development; Sunnyday Contractors Ltd, repairs & painting, Old Printing Bureau; Perini Ltd, construction of central heating system, Central Experimental Farm. *Toronto Ont*: Taylor Bros, installation of screenline, Postal Station "U", The Queensway. *Indian Head Sask*: Gall's Lumber Yard, construction of headerhouse, Experimental Farm. *Banff National Park Alta*: Premier Construction Co Ltd, grading, culverts, base course & prime coat, mile 1 to mile 9.5, Banff-Windermere Highway; Standard Gravel & Surfacing of Canada Ltd, grading, culverts & base course, mile 46 to mile 58, & construction of North Saskatchewan River Bridge, mile 47.9, Banff-Jasper Highway; Storms Contracting Co (Pacific) Ltd, grading, culverts, base course & prime coat, mile 58 to mile 67.7, Banff-Jasper Highway. *Elk Island National Park Alta*: Edmonton Construction Co Ltd, construction of residence, garage & other bldgs. *Fort St John B C*: C J Oliver Ltd, construction of RCMP detachment quarters. *Glacier National Park B C*: General Construction Co Ltd, grading, culverts & construction of bridge, mile 18.7 to mile 23.3, Trans-Canada Highway; Emil Anderson Construction Co Ltd, grading & culverts, mile 9.7 to mile 12.41, Trans-Canada Highway. *Kitkatla B C*: Northwest Construction Ltd, construction of approach & floats. *Mount Revelstoke National Park B C*: John Laing & Son (Canada) Ltd, grading, culverts & sub-base, mile 0 to mile 7.5, Trans-Canada Highway. *Prince George B C*: Wood-Craft Construction, installation of observation gallery in post office section of federal bldg. *Prince Rupert B C*: Pacific Piledriving Co Ltd, harbour improvements, Fairview Bay. *Sea Otter Cove B C*: Pacific Piledriving Co Ltd, construction of mooring buoys. *Fort Providence N W T*: Edmonton Construction Co Ltd, construction of school & power house, etc. *Fort Smith N W T*: Edmonton Construction Co Ltd, construction of houses. *Hay River N W T*: Edmonton Construction Co Ltd, construction of various bldgs. *Whitehorse Y T*: Dawson & Hall Ltd, extension to trucking area, federal bldg.

### Contracts Containing the General Fair Wages Clause

*Charlottetown P E I*: Alexius McQuaid, cleaning of windows, Dominion Bldg. *Skinner's Pond P E I*: Maritime Dredging Ltd, dredging. *Blandford N S*: J P Porter Co Ltd, dredging. *Lockport N S*: Clinton A Peterson, ground improvements at Post Office bldg. *Fredericton N B*: Weyman Construction Co Ltd, repairs to vault door, federal bldg. *Berthierville Que*: Theode Robidoux Inc, dredging. *Hull Que*: Samuel Lampert & Co Ltd, alterations to ductwork, New Printing Bureau; Raoul Dupuis, interior repairs to Connor Washer bldg. *Quebec Que*: Maconerie Savard Inc, masonry repairs to Uppertown Post Office bldg. *Ste Anne de la Pocatiere Que*: Maurice Langlais, alterations alterations to heating plant, Science Service Laboratory. *Ste Therese Que*: Jean-Marie Forget, exterior painting of federal bldg. *London Ont*: Ross Urquhart Construction Ltd, repairs to canteen, Income Tax bldg; McKay-Cocker Construction Ltd, alterations to canteen, Film Board bldg. *Ottawa Ont*: Canadian Refractories Ltd, repairs to boiler room, Daly Bldg; Universal Painters & Decorators, redecoration at No 8 Temporary Bldg; Stanley G Brooks, electrical repairs, Postal Terminal Bldg; Rene Cleroux, repairs to plumbing, Centre Block, Parliament Bldgs; A Lanctot Construction Co, alterations to East Block, Parliament Bldgs; Sunnyday Contractor Ltd, repairs to Norlite Bldg;



A Lanctot Construction Co, alterations to West Block, Parliament Bldgs; Ottawa Mechanical Services, repairs to heating system, Experimental Farm; J G Tompkins & Co, alterations to Jackson Bldg; Roland Lariviere Ltd, repairs to stairs, RCMP HQ Bldg; Edgar Dagenais, alterations to RCMP Stores Bldg; Ted Wojdacki, redecoration at No 4 Temporary Bldg. *Toronto Ont*: Reg F Meekins Ltd, installation of partitions, 21 King St; Joseph A Giguere, cleaning at Postal Station "U". *Prince Albert Sask*: H D P Construction Ltd, repairs to parapet walls, federal bldg. *Regina Sask*: W H McDiarmid Construction Co, installation of lock boxes, Post Office bldg. *Cape Mudge B C*: Victoria Pile Driving Co Ltd, breakwater repairs.

### The St. Lawrence Seaway Authority

*Lachine Section Que*: Chas Duranceau Ltee, construction of lower highway bridge over regulating channel, St Lambert Lock. *Lachine & Soulanges Section Que*: Standard Electric Co Inc, supply & installation of transmission lines & series lighting. *International Rapids Section Ont*: Marine Industries Ltd, supply of sounding sweep No 2, Iroquois Lock.

### Department of Transport

*Burnt Island Nfld*: Benson Builders Ltd, construction of dwelling & fog alarm bldg & demolition of existing bldgs. *Jude Island Nfld*: Bert Davis, construction of dwelling & fog alarm bldg & demolition of existing bldgs. *Pownal P E I*: Borden T Myers, construction of omni range bldg & related work. *Cape D'Or N S*: Cameron Contracting Ltd, construction of dwellings & demolition of existing dwelling. *Port Hastings N S*: Maritime Steel & Foundries Ltd, erection of wire rope fenders at lock, Canso Canal. *Fox Island N B*: J W & J Anderson Ltd, construction of dwelling. *St Johns Que*: Les Entreprises Frontenac Ltee, additional development at airport. *Seven Islands Que*: H J O'Connell Ltd, additional development at airport. *Fort William Ont*: Stead & Lindstrom Ltd, construction of radar equipment bldg, etc, Lakehead Airport. *Malton Ont*: Whelpton Electric Ltd, installation of primary cable at airport. *Timmins Ont*: Whelpton Electric Ltd, construction of additional power duct at airport. *Trenton Ont*: Conrad-Rawlinson Ltd, painting of Dundas Street Bridge, Trent Canal. *Dauphin Man*: Grant Lamb & Martin Murray, construction of airport lighting facilities. *Calgary Alta*: Gallelli & Sons Co Ltd, construction of entrance roads to VOR site & raytheon AASR bldg site & related work. *Lethbridge Alta*: General Construction Co (Alberta) Ltd, additional development at airport. *Whitecourt Alta*: Waterloo Construction Ltd, construction of dwelling & addition to radio operations bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, \*repairs to CGS St Stephen. *Williams Lake B C*: Rural Well Drillers, drilling of well, airport. *Frobisher Bay N W T*: Carter Construction Co Ltd, additional development at airport. *Yellowknife N W T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Watson Lake Y T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities.

### B. C. Coast Steamship Service Act

(Continued from page 1170)

decision of the board of arbitration. However, no regulation made under this authority limits the rights of the parties to agree to vary or amend the terms of an existing agreement.

The authority of the administrator is to continue until new collective agreements are concluded with each union or until his appointment is terminated by the Governor in Council. The Act will expire no later than the thirtieth sitting day of the next session of Parliament.

### Decisions of Umpire

(Continued from page 1174)

sole basis of her statement that she was not available after 6 o'clock at night. This is particularly true in the absence of any reasonable proof, firstly that there was not any proximate opportunity of employment during the hours she wished in her usual occupation and, secondly, that she would not have been ready to accept any other kind of employment if it did not require work after six o'clock at night.

For all these reasons, I must accord the claimant's appeal.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, September 1958

The consumer price index (1949=100) increased 0.3 per cent between August and September, moving from 125.2 to 125.6, a new high\*. In September 1957 the index stood at 123.3.

A 0.7-per-cent advance in the other commodities and services group accounted for half of the increase in the total index, and upward movements of 0.2 per cent registered by food, shelter and household operation groups contributed the remainder. The clothing index was down fractionally.

Largely as a result of increases in street car and bus fares, the other commodities and services index moved from 130.6 to 131.5. A 2-per-cent rise in hospital rates resulted from increases in cities of Ontario and Quebec; somewhat higher prices were reported for gasoline, automobile repairs and magazine subscription rates. Some further price decreases took place on 1958 models of new passenger cars, and battery prices were also lower.

The food index increased slightly from 122.6 to 122.9. A substantial increase occurred in egg prices, and lesser increases for bread, citrus fruits, canned juices and some canned fruits and vegetables. Apples and fresh vegetables, particularly tomatoes, experienced sharp seasonal declines. Beef prices eased slightly and pork prices were off quite sharply.

The shelter index rose from 139.1 to 139.4 with home-ownership up more than the rent component.

An increase in the household operation index, from 120.5 to 120.8, resulted from higher prices for a wide variety of items: soap flakes and detergents, telephone and laundry rates, shoe repairs, coal and utensils. Some items of furniture, floor coverings and textiles were up from August sale prices.

The clothing index was down slightly from 109.6 to 109.5, almost entirely as a result of sale prices for such items as men's topcoats, women's spring coats, boy's sport and T-shirts. Most clothing items showed no price movement.

Group indexes one year earlier (September 1957) were: food 121.9, shelter 135.6, clothing 108.3, household operation 119.8, and other commodities and services 127.1.

\*See Table F-1 at back of book.

## City Consumer Price Indexes, August 1958

Consumer price indexes (1949=100) were higher in eight of the ten regional cities between July and August, with increases ranging from 0.1 per cent in Winnipeg to 0.8 per cent in Saint John. The Edmonton-Calgary index was unchanged while a fractional decrease of 0.1 per cent occurred in the Montreal index\*.

Food indexes rose in seven regional cities but were somewhat lower in Montreal, Winnipeg and Edmonton-Calgary. The shelter index rose in eight regional cities but remained unchanged in Halifax and Montreal. Clothing indexes were lower in most cities, reflecting summer sale prices, particularly in women's wear. Household operation indexes showed mixed results with three up slightly, four unchanged and the other three down. Other commodities and services indexes were unchanged or up only fractionally in all cities but Winnipeg, where a sharp increase in gasoline prices took place.

Regional consumer price index changes between July and August were as follows: Saint John +0.5 to 125.7; Ottawa +0.6 to 126.0; Toronto +0.5 to 128.9; Vancouver +0.5 to 125.1; St. John's +0.4 to 113.1†; Halifax +0.4 to 123.2; Saskatoon-Regina +0.3 to 122.2; Winnipeg +0.1 to 122.7; Montreal -0.1 to 124.9. Edmonton-Calgary remained unchanged at 121.3.

## Wholesale Prices, August 1958

Canada's general wholesale price index (1935-39=100) declined slightly (0.1 per cent) between July and August to 226.8 from 227.0. Indexes for four of the eight major groups were lower, three were higher and one was unchanged. The general index was down 0.4 per cent from last year's 227.6.

Lower prices for furs, poultry, fresh meats and livestock offset higher prices for eggs, hides and skins and leather to move the animal products index down 1.1 per cent to 249.4 from 252.3 in July. This was the third successive monthly decline in this index. Lower prices for raw cotton and both domestic and imported raw wool were the main causes for a drop of 0.3 per cent in the textile products index to 227.8 from 228.4.

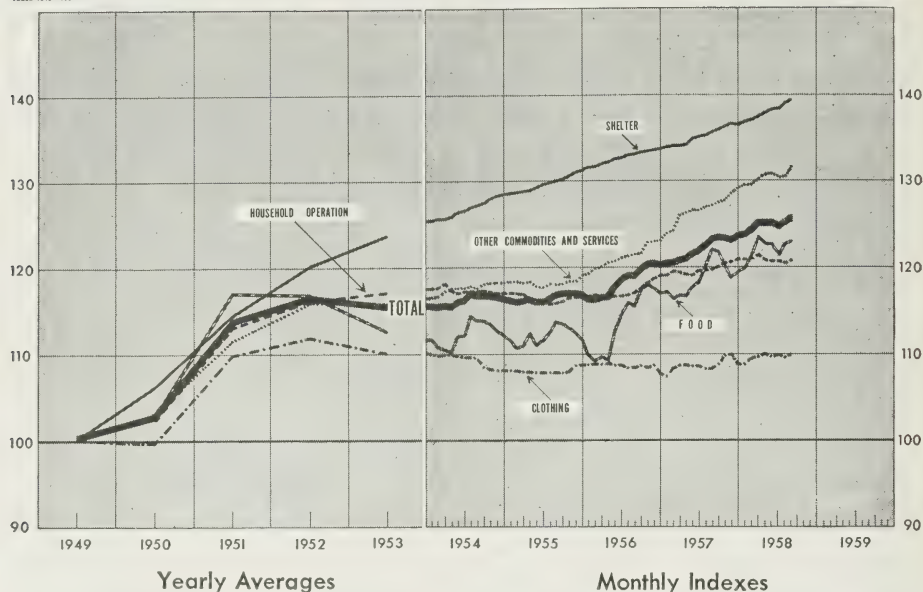
\*See Table F-2 at back of book.

†On base June 1951=100.

# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Higher prices for copper were mainly responsible for the first increase in the non-ferrous metals group since December last, as the index rose 0.9 per cent to 164.2 from 162.8 in July. An advance in prices for cedar and fir contributed most to an 0.7 per cent gain in the wood products index to 297.9 from 295.8.

**Canadian farm products** at terminal markets rose 1.2 per cent from 210.0 to 212.5 in the four weeks August 29 to September 26. Strength in animal products, for which the index advanced 2.3 per cent from 264.0 to 270.1, reflected higher prices for steers and calves, and on western markets eggs, milk and lambs. Declines were registered by hogs and wool on both markets and for poultry, lambs and eggs in the East. The field products index declined slightly from 156.0 to 154.8. Re-

gional indexes were both higher, the eastern rising from 226.6 to 229.5 and the western from 193.5 to 195.4.

## U.S. Consumer Price Index, August 1958

The United States consumer price index (1947-49=100) declined 0.2 per cent between mid-July and mid-August, moving from 123.9 to 123.7. It was the first decrease in two years. In August 1957 the index was 121.0.

Lower food costs, many of them the result of seasonal reductions in fresh fruits and vegetables, were largely responsible for the downturn.

## U.K. Index of Retail Prices, July 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 110.2 to 108.5 between mid-June and mid-July. In July 1957 the index was 106.6.

## Nova Scotia Federation of Labour

(Continued from page 1128)

The convention also passed resolutions advocating establishment of a higher minimum wage and Government assistance in

creating tourist accommodation in Nova Scotia for the "common man" at prices he can afford.



# STRIKES AND LOCKOUTS

## August 1958

In August, more than 18,000 workers in Canada were involved in a total of 54 work stoppages amounting to approximately 255,000 man-days. The number of man-days lost in work stoppages in August was three times as high as in July, and also much higher than the totals recorded in any other month since the beginning of the year\*. The number of workers involved in work stoppages during August was also substantially above earlier levels in 1958.

Nearly half of the time loss for the month resulted from a strike of 8,000 workers employed by the Steel Company of Canada in Hamilton, which began on August 11 and was still in progress at the end of the month.

Of the 54 work stoppages reported during August, 19 involved 100 or more workers. Seven of these larger work stoppages had started prior to August, and four of the seven were still in progress at the end of the month. All but two of the twelve larger work stoppages that had started during August were still in progress at the end of the month.

Among Canada's provinces, Ontario had the largest number of work stoppages and

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, AUGUST 1958.

Industry	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Mining .....	1	176	4,400
Manufacturing ...	25	13,487	189,770
Construction .....	12	2,089	31,235
Transportation ...	8	2,514	25,765
Trade .....	5	150	2,370
Service .....	3	79	1,820

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during August 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

also the highest time loss; in fact, almost two thirds of the total time loss during August was recorded in that province. Much of the time loss recorded in Ontario was caused by two stoppages—the steel strike in Hamilton and a dispute involving 1,200 workers employed by the breweries' distributing organization in the province.

In British Columbia, where a time loss of approximately 41,000 man-days was recorded for August, a strike of 1,300 longshoremen employed by the B.C. Shipping Federation started during the second half of the month. Work stoppages, mostly small, were also reported from nearly all other provinces.

One of the few larger disputes outside Ontario and British Columbia was the strike of 2,100 shipbuilding workers in Lauzon, Que. This stoppage, which started in mid-August, caused approximately two thirds of the total time loss recorded in Quebec for the month.

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, AUGUST 1958.

Province	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Newfoundland ...	2	1,020	10,200
Nova Scotia .....	4	385	5,600
New Brunswick ..	1	15	315
Quebec .....	8	2,682	31,715
Ontario .....	28	11,245	163,865
Saskatchewan ....	3	104	940
Alberta .....	1	78	1,560
British Columbia..	7	2,966	41,165

## United Kingdom

During the first six months of 1958, work stoppages in the United Kingdom due to disputes led to the loss of 3,244,000 working days.

The loss of working days was about three times the normal rate of recent years (the average since 1932 being about 2,000,000 days a year) but was less than half the loss in 1957, amounting to 6,956,000.

The total number of workers involved in these stoppages was approximately 283,000, though more than 40,000 of these persons were involved in more than one stoppage.

The total number of stoppages beginning in the period was 1,442.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 122

## Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Fortieth Annual Report for the Year ended December 31, 1957*. Edmonton, 1958. Pp. 36.
2. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report for the Year 1957*. London, H.M.S.O., 1958. Pp. 149.
3. ONTARIO. DEPARTMENT OF LABOUR. *Thirty-Eighth Report for the Fiscal Year ending March 31, 1957*. Toronto, Queen's Printer, 1958. Pp. 123.
4. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *Yearbook on Human Rights for 1955*. New York, 1957. Pp. 431.

## Apprenticeship

5. KURSH, HARRY. *Apprenticeships in America: a Guide to Golden Opportunities in Industry for Students, Parents, Teachers, Guidance Counselors, and Leaders in Education, Labor and Industry*. 1st ed. New York, Norton, 1958. Pp. 176.

Explains what apprenticeship is, what apprenticeship opportunities are available, necessary requirements to be an apprentice, and how the American system of apprenticeship works. There is a list of apprenticeable occupations with cross-index.

6. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Bricklaying Apprenticeship Program and Standards, prepared and approved by the National Joint Bricklaying Apprenticeship Committee, representing the Associated General Contractors of America, inc., the Mason Contractors' Association of America and the Bricklayers, Masons and Plasterers International Union of America, in Accordance with the Recommended Fundamentals of the Federal Committee on Apprenticeship*. Rev. ed. Washington, G.P.O., 1958. Pp. 22.

7. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Apprenticeship Training Standards for the Electrical Contracting*

*Industry, Formulated by the National Electrical Contractors' Association and the International Brotherhood of Electrical Workers in cooperation with U.S. Department of Labor, Bureau of Apprenticeship and Training*. Rev. ed. Washington, G.P.O., 1958. Pp. 39.

## Automation

8. BRIGHT, JAMES RIESER. *Automation and Management*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1958. Pp. 270.

This book is divided into three parts. Part 1 examines the nature of automatic manufacturing. Part 2 discusses the experience of management in thirteen selected plants which have automation. Part 3 deals with four important aspects of automatic manufacturing: maintenance, labor, sales and management itself.

9. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation in North America; a Report on Visits to Industrial, Commercial and Research Establishments in the U.S.A. and Canada*, by S. B. Bailey. London, H.M.S.O., 1958. Pp. 66.

The author reports on visits to 38 factories and laboratories in the aircraft, automobile, distribution, domestic appliances, electronics, engineering, instruments and control equipment, machine-tools, meat packing, pipe fittings, plywood, and steel industries. Includes a general survey of automation.

10. ROGERS, JACK. *Automation; Technology's New Face*. Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 94.

A brief discussion of the technological aspects of automation and the implications for management, labor, and the economy. The author points out that there is no need to fear that machines will take over from human beings. "Without men, machinery is so much inanimate junk and that is the way it is going to continue to be."

## Business

11. CANADA. DEPARTMENT OF TRADE AND COMMERCE. INDUSTRIAL DEVELOPMENT BRANCH. *Small Business Manual*. Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 145.

Contents: The Personal Aspect. Forms of Organization. Location of Factories. Location of Retail Stores. Retail Store Policies. Records and Accounts. Uses and Sources of Credit. Buying and Selling on Credit. Insurance in Business. Government Law and Regulations. Bankruptcy and Insolvency. Dominion Bureau of Statistics.

12. FOX, EDWARD JACKSON, ed. *Marketing in Canada*, edited by Edward J. Fox and

David S. R. Leighton. Publication sponsored by the American Marketing Association. Homewood, Ill., R. D. Irwin, 1957. Pp. 437.

Contains 34 articles. The five parts of the book are: The Canadian Market in Perspective; The Regional Markets of Canada; Distribution Channels in Canada; Auxiliary Marketing Services; Government Regulation of Marketing in Canada; Managing the Salesforce in Canada; and, Selected Case Studies (five case studies).

## Collective Bargaining

13. AMERICAN MANAGEMENT ASSOCIATION. *Understanding Collective Bargaining; the Executive's Guide*. Elizabeth Marting, editor. New York, 1958. Pp. 415.

Forty-six authorities on industrial relations discuss how to prepare for contract talks; how to conduct the bargaining sessions; how to check the contract for clarity and precision; how to handle special situations; how to deal with topics like seniority, fringe benefits, grievance procedures, union security, the guaranteed annual wage and its modifications; what to do if a strike occurs; and how to keep employees and supervisory staff informed of the progress of the talks.

14. NATIONAL INDUSTRIAL CONFERENCE BOARD. *White Collar Union Contracts*, by James J. Bambrick. New York, c1958. Pp. 188.

A very brief analysis of the present situation in white collar unionization with the complete texts of nine contracts.

15. WITNEY, FRED. *The Collective Bargaining Agreement: its Negotiation and Administration*. Bloomington, Indiana University, School of Business Research, 1957. Pp. 137.

Some of the topics discussed are wage differentials, overtime rates of pay, fringe benefits, checkoff system, seniority, discharge and discipline, grievance procedure and arbitration.

## Congresses and Conventions

16. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. BUILDING AND CONSTRUCTION TRADES DEPARTMENT. *Report of Proceedings of the Special Convention held at Atlantic City, N.J., August 5, 1957*. Washington, 1957. Pp. 62.

17. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 10th, 1957. Proceedings. Albany, Matthew Bender & Co., 1957. Pp. 380.

Conference held June 12, 13, and 14, 1957. These proceedings are concerned entirely with pensions. "...The program laid stress upon actuarial aspects of pension plans, upon the various methods of funding the plans, upon problems of administration, and upon the difficult matter of investment of pension funds."

18. GOVERNOR'S WORKER SAFETY CONFERENCE, ALBANY. 1956. *Papers and Proceedings*. Edited by St. Clair T. Bourne. Albany? 1956? Pp. 129.

The Conference looked into the problem of industrial accidents in New York State that

averaged around 821,000 a year during the five years prior to the conference, and cost three-quarters of a billion dollars every year.

19. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-fourth National Conference of Labour Women held at...Torquay on April 2, 3, and 4, 1957*. London, Labour Party, 1957. Pp. 55.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Comparisons, U.S.A., U.S.S.R.: Population and Area, Basic Production, Exports, Levels of Living, Military; 42nd Annual Meeting, May 15 and 16, 1958*. New York, 1958. Pp. 23.

21. TRANSPORT WORKERS UNION OF AMERICA. *Report of Proceedings, 10th Biennial Convention, Oct. 21-25, 1957, New York City*. New York, 1957. Pp. 299.

## Industrial Relations

22. INTERNATIONAL LABOUR ORGANIZATION. *Two Examples of Practical Action to improve Labour-Management Relations. 1. Peru, July-August 1957; 2. Bolivia, October 1957*. Geneva, International Labour Office, 1958. Pp. 20.

The first part concerns the successful mission of Dr. P. Fano, Chief of the International Organizations Division of the I.L.O., to Peru to aid a mediation committee set up to settle a dispute of railroad workers. The second part concerns the visit of an I.L.O. mission to Bolivia to report on economic and labour conditions. The mission consisted of Mr. Louis Major, secretary-general of the Belgian General Federation of Labour, and Jacques De Starcke, secretary-general of the Belgian Association of Catholic Employers.

23. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Changements économiques et transformations syndicales*, par Gerard Dion [et al.] Quebec, Les Presses universitaires Laval, 1957. Pp. 182.

Report of the Twelfth Congress des relations industrielles, held in Quebec City, May 6 and 7, 1957.

## Industry - Location

24. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Fort Saskatchewan*. Rev. ed. Edmonton, 1958. Pp. 14.

25. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Westlock*. Rev. ed. Edmonton, 1958. Pp. 12.

## International Labour Conference

26. INTERNATIONAL LABOUR OFFICE. *Hours of Work*. Eighth item on the agenda. Geneva, 1958. Pp. 151.

At head of title: Report 8. International Labour Conference. 42nd session, Geneva, 1958.

Contains four parts. Part 1 gives a general survey of national and international experience with hours of work. Part 2 gives a comparative analysis of hours of work in industry, in commerce and in offices. Part 3 gives a general analysis of the effects of



reducing hours of work. Part 4 sums up some of the possibilities for future I.L.O. action in the light of past experience with the question of hours of work.

27. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations*. Third item on the agenda. Geneva, 1957-1958. 4 Volumes.

At head of title: Report 3. Part 1-4. International Labour Conference. 42nd Session, Geneva, 1958.

Contents: Pt. 1. Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution). Pt. 2. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). Pt. 3. Summary of Information relating to the Submission to the Competent Authorities of Conventions and Recommendations adopted by the International Labour Conference (Article 19 of the Constitution). Pt. 4. Report of the Committee of Experts on the Application of Conventions and Recommendations (Article 19, 22 and 35 of the Constitution).

### Labour Organization

28. PERLMAN, MARK. *Labor Union Theories in America: Background and Development*. Evanston, Ill., Row, Peterson, 1958. Pp. 313.

An examination of what has been written about the American trade union movement by about twenty writers. The author says there are five basic interpretations of the labor movement, each of which he examines and attempts to evaluate from the present-day point of view.

29. SEIDMAN, JOEL ISAAC. *The Worker views His Union*, by Joel Seidman [and others]. Chicago, University of Chicago Press, 1958. Pp. 299.

A study of six midwestern locals of coal miners, plumbers, steel workers, metal works, knitting mill employees, and telephone workers.

Workers were asked about their jobs, their company, their union, their opinion about unions and union shops, what they thought about the local union officials, whether they attended union meetings, how local union elections were held, whether the worker voted in the election, what he thought of strikes, etc.

30. U.S. OFFICE OF INTERNATIONAL LABOR AFFAIRS. *The International Landworkers' Federation*, by Leon A. Dale. Washington, 1957. Pp. 69.

The International Landworkers' Federation has jurisdiction over workers in agriculture, horticulture and forestry. It has about 1,264,000 members in 18 countries.

### Older Workers

31. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1957. *Free Time; Challenge to Later Maturity*, edited by Wilma Donahue [and others]. Ann Arbor, University of Michigan Press, 1958. Pp. 172.

Discusses ways which middle-aged and older men and women can enjoy their leisure time.

32. NATIONAL COMMITTEE ON THE AGING. *Older People and the Industrial Community; a Report of the 1957 Spring Meeting*. Elma Phillipson, editor. New York, 1957. Pp. 45.

The topics discussed included the following: 1. ageing and productivity; 2. pre-payment of insurance effective after retirement; 3. Federal legislation and state programs; 4. activities for retired workers; 5. recent studies of experience with older workers; and 6. union concern with employment and retirement of older workers.

### Professional Workers

33. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *Effective Utilization of Engineering Personnel; Proceedings of a Conference at Michigan State University, March 29 and 30, 1957*. Sponsored by the Michigan State University Labor and Industrial Relations Center, College of Engineering and the Michigan Society of Professional Engineers. East Lansing, 1957. Pp. 53.

Some of the speakers thought that trained engineers should be relieved of non-engineering duties; that technicians should relieve engineers of routine work; that there should be more training schools for technicians; that competent engineers should not be compulsorily retired at age 65; that staff at engineering colleges should be better paid, etc.

34. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. MANPOWER COMMITTEE. *The Problem of Scientific and Technical Manpower in Western Europe, Canada and the United States*. Paris, Organization for European Economic Co-operation, 1957. Pp. 221.

This report provides information about Austria, Belgium, Germany, Denmark, France, Great Britain, Greece, Ireland, Italy, Luxembourg, Norway, Netherlands, Portugal, Sweden, Switzerland, Canada and the U.S.A.

### Vocational Guidance

35. HOPPOCK, ROBERT. *Occupational Information: Where to get it and How to use it in Counselling, including a revised and enlarged edition of the Author's Group Guidance*. New York, McGraw-Gill, 1957. Pp. 534.

36. SUPER, DONALD EDWIN. *Scientific Careers and Vocational Development Theory; a Review, a Critique, and Some Recommendations*, by Donald E. Super and Paul B. Bachrach. New York, Teachers College, Columbia University, 1957. Pp. 135.

"This monograph attempts to summarize what research has shown to be the characteristics of natural scientists, mathematicians, and engineers."

## Women - Employment

37. CANADA. DEPARTMENT OF LABOUR. *Survey of Married Women working for Pay in Eight Canadian Cities*. Ottawa, Queen's Printer, 1957. Pp. 80.

Prepared for the Women's Bureau by the Economics and Research Branch.

Partial Contents: Who are the Married Working Women? What are they doing? Are they Regular Members of the Labour Force? What do they and their Husbands earn? Why are they working? How do Things work out at Home? How do the Immigrants fare? Summary and Conclusions.

38. U.S. WOMEN'S BUREAU. *Spotlight on Women in the United States. 1956-57*. Washington, G.P.O., 1957. Pp. 46.

Examines various fields in which women are employed in the U.S.

## Miscellaneous

39. AMERICAN MANAGEMENT ASSOCIATION. *Men, Machines, and Methods in the Modern Office*. New York, c1958. Pp. 148.

Some of the topics discussions are electronic data processing in the office, punch card systems, quality control in the office, and a description of a functional office building belonging to Standard-Vacuum Oil Company in White Plains, New York.

40. BONNETT, CLARENCE ELMORE. *History of Employers' Associations in the United States*. 1st ed. New York, Vantage Press, 1957, c1956. Pp. 573.

Traces history of employers' associations in the U.S. from the first recorded association in the 17th century up to 1900, with a summary of events since then.

41. CALLARD, KEITH B. *Advanced Administrative Training in the Public Service*. Toronto, Institute of Public Administration of Canada, 1958. Pp. 32.

This study suggests further methods of developing senior officials in the Canadian Public Service.

42. CANADA. NATIONAL EMPLOYMENT SERVICE. *Full-time Undergraduate Enrolment at Canadian Universities and Colleges, by*

*Graduating Year, as reported at November 1, 1957*. Ottawa, 1957. Pp. 13.

43. CANADA. ROYAL COMMISSION ON COASTAL TRADE. *Report*. Ottawa, Queen's Printer, 1958. Pp. 356.

Contents: 1. Introduction. 2. Present Legislation affecting Coast-Trade and Shipbuilding. 3. The Canadian Coasting Trade. 4. Waterways of the Great Lakes and St. Lawrence River. 5. The Canadian Merchant Fleet. 6. Prospects for Canadian Registered Shipping in the Coasting Trade. 7. Proposed Restriction of Coasting Trade to Vessels registered in Canada. 8. The Shipbuilding and Repairing Industry in Canada. 9. Proposed Restriction of Coasting Trade to Vessels Built and Registered in Canada. 10. Regulation of Canadian Coasting Trade. 11. Other Submissions.

44. COPEMAN, GEORGE. *The Challenge of Employee Shareholding; How to close the Gap between Capital and Labour*. London, Business Publications Ltd. in association with B. T. Batsford Ltd., 1958. Pp. 200.

After outlining reasons for employee shareholding plans, the author classifies fifty existing schemes into ten types and describes and analyzes each type. Then, he sums up and evaluates the types of plan to help companies which are thinking of adopting such a plan.

45. DAVIS, JOHN. *Mining and Mineral Processing in Canada*. Hull, Queen's Printer, 1957. Pp. 400.

Study prepared for the Royal Commission on Canada's Economic Prospects.

A survey of individual minerals and their production, and possible future trends.

46. HENDERSHOT, RALPH. *The Grim Truth about Life Insurance*. New York, Putnam, 1957. Pp. 118.

Explains how the life insurance policyholder can get the most value out of his investment.

47. KENNEDY, WILLIAM F. *Humanist versus Economist; the Economic Thought of Samuel Taylor Coleridge*. Berkeley, University of California Press, 1958. Pp. 96.

A study of the writings of Coleridge on economic and social questions.

## Digest of U.S. State and Federal Labour Legislation in 1957

Labour legislation was enacted in the United States in all but one of the 45 states and three territories that met in regular session in 1957. This legislation is summarized in the U.S. Department of Labor's Annual Digest of State and Federal Labor Legislation, 1957.

Maximum weekly benefits for unemployment insurance were raised in 21 states; for workmen's compensation in 29 states, Alaska and Hawaii. Minimum wage laws were strengthened in eight jurisdictions, and

Vermont enacted a minimum wage law for the first time.

Other legislation provided for mediation and conciliation service in Florida, and for registration of certain welfare funds in California, Connecticut, Massachusetts and Wisconsin. Child labour laws were improved in Florida and Missouri.

Copies of the digest are available from Bureau of Labor Standards, U.S. Department of Labor, Washington 25, D.C. Single copies are free while supply lasts.

# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 19, 1958

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,220	115	456	1,771	2,244	1,106	528
Agricultural.....	859	*	66	210	200	349	33
Non-Agricultural.....	5,361	114	390	1,561	2,044	757	495
Males.....	4,715	97	355	1,357	1,668	844	394
Agricultural.....	772	*	61	194	176	310	30
Non-Agricultural.....	3,943	96	294	1,163	1,492	534	364
Females.....	1,505	18	101	414	576	262	134
Agricultural.....	87	*	*	16	24	39	*
Non-Agricultural.....	1,418	18	96	398	552	223	131
All Ages.....	6,220	115	456	1,771	2,244	1,106	528
14—19 years.....	760	16	55	266	233	141	49
20—24 years.....	784	16	62	252	265	132	57
25—44 years.....	2,761	53	189	781	1,015	481	242
45—64 years.....	1,689	28	129	423	640	309	160
65 years and over.....	226	*	21	49	91	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,934	107	426	1,663	2,161	1,084	493
Males.....	4,480	90	329	1,269	1,600	827	365
Females.....	1,454	17	97	394	561	257	128
Agricultural.....	853	*	65	208	199	348	32
Non-Agricultural.....	5,081	106	361	1,455	1,962	736	461
Paid Workers.....	4,665	91	329	1,328	1,816	686	415
Males.....	3,386	76	246	979	1,310	478	297
Females.....	1,279	15	83	349	506	208	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	286	*	30	108	83	22	35
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,050	155	452	1,433	1,671	850	489
Males.....	878	43	92	219	263	154	107
Females.....	4,172	112	360	1,214	1,408	696	382

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 19, 1958		Week Ended June 21, 1958		Week Ended July 20, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	315	299	345	328	177	165
Without Jobs.....	286	274	320	306	163	152
Under 1 month.....	85	—	91	—	69	—
1—3 months.....	91	—	89	—	54	—
4—6 months.....	48	—	69	—	21	—
7—12 months.....	51	—	59	—	15	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	29	25	25	22	14	13
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	20	17	19	17	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1957—Average.....	90	397	97	335	316	44	1,279
1957—July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384	78	328	326	42	1,233
April.....	72	387	90	337	331	44	1,261
May.....	82	395	105	347	342	44	1,315
June.....	90R	399R	114R	351R	352R	46R	1,352R
July.....	92P	395 P	114 P	353 P	335 P	46 P	1,335 P

\* Includes Newfoundland, since 1949. R—revised; P—Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,750,347.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	83.2	83.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	55.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.1	199.8	164.4	70.63	111.9	187.1	166.1	73.02

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
(a) PROVINCES						
Newfoundland.....	133.3	123.8	144.5	62.30	63.10	64.43
Prince Edward Island.....	117.8	112.9	122.2	52.11	53.39	50.70
Nova Scotia.....	96.9	96.3	104.7	59.15	57.93	56.52
New Brunswick.....	100.1	96.7	108.4	56.76	56.77	56.33
Quebec.....	120.4	117.3	125.0	67.25	68.03	64.95
Ontario.....	122.3	120.7	127.6	73.85	73.71	70.92
Manitoba.....	111.8	109.0	113.9	67.88	67.11	64.66
Saskatchewan.....	133.6	129.5	132.3	69.02	67.97	66.04
Alberta (including Northwest Territories).....	155.1	150.6	157.7	73.04	72.45	70.42
British Columbia (including Yukon).....	117.9	116.6	130.3	75.57	76.32	76.00
Canada.....	121.1	118.7	126.6	70.63	70.76	68.33
(b) METROPOLITAN AREAS						
St. John's.....	127.1	123.4	128.1	50.71	51.58	51.88
Sydney.....	90.8	90.2	95.0	75.29	72.19	69.64
Halifax.....	112.3	111.9	117.6	57.51	56.68	55.63
Saint John.....	93.8	91.2	93.8	54.02	53.77	51.80
Quebec.....	112.2	111.7	113.5	58.81	58.73	55.94
Sherbrooke.....	97.3	97.1	106.7	57.09	57.11	55.05
Three Rivers.....	120.0	115.8	127.5	63.71	64.52	65.19
Drummondville.....	72.7	71.9	75.8	58.16	57.76	57.50
Montreal.....	123.0	122.2	126.8	68.27	69.48	66.09
Ottawa—Hull.....	122.4	120.7	122.4	65.09	64.61	61.70
Peterborough.....	98.0	99.5	109.6	77.90	78.17	73.69
Oshawa.....	172.9	174.1	173.0	80.31	84.73	75.53
Niagara Falls.....	115.0	111.2	131.4	74.51	74.71	74.52
St. Catharines.....	113.5	112.2	126.2	80.58	81.96	77.93
Toronto.....	131.7	131.0	133.4	74.60	74.26	71.52
Hamilton.....	108.8	108.0	118.3	77.66	77.81	74.64
Brantford.....	99.1	87.0	87.4	66.98	67.35	62.75
Galt.....	111.7	107.5	118.7	63.65	62.86	61.26
Kitchener.....	114.8	112.1	117.8	66.91	66.17	64.15
Sudbury.....	138.0	139.0	146.5	86.18	85.52	85.52
London.....	122.1	121.0	121.6	66.92	66.74	64.45
Sarnia.....	134.7	134.5	144.1	92.13	93.13	87.67
Windsor.....	82.1	80.7	98.2	77.88	78.98	75.10
Sault Ste. Marie.....	141.8	138.9	144.4	86.00	91.41	83.48
Ft. William—Pt. Arthur.....	122.9	119.4	126.1	72.37	72.91	72.99
Winnipeg.....	108.5	107.0	109.4	64.39	63.82	61.21
Regina.....	126.6	124.9	126.4	65.38	64.51	65.58
Saskatoon.....	137.5	133.7	131.8	63.96	63.72	61.06
Edmonton.....	184.9	181.3	186.1	68.60	67.89	66.49
Calgary.....	159.9	155.8	162.4	68.60	68.46	66.78
Vancouver.....	116.1	115.4	123.9	74.43	74.50	72.50
Victoria.....	116.7	116.8	123.4	70.37	70.38	68.86



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
<b>Mining</b> .....	<b>126.8</b>	<b>126.2</b>	<b>129.5</b>	<b>85.93</b>	<b>85.33</b>	<b>84.46</b>
Metal mining.....	141.4	140.2	138.1	88.23	87.58	87.31
Gold.....	75.9	75.2	77.9	72.87	72.16	73.45
Other metal.....	202.4	200.9	194.2	93.60	92.96	92.50
Fuels.....	99.0	100.8	109.3	87.29	85.69	84.45
Coal.....	53.6	54.5	60.2	71.47	68.25	66.18
Oil and natural gas.....	276.8	282.0	289.8	99.27	98.89	98.40
Non-metal.....	143.5	138.2	152.2	72.88	74.16	72.74
<b>Manufacturing</b> .....	<b>111.9</b>	<b>110.4</b>	<b>118.4</b>	<b>73.02</b>	<b>73.42</b>	<b>70.19</b>
Food and beverages.....	115.9	110.3	116.5	64.92	65.42	62.28
Meat products.....	131.5	128.9	128.8	73.94	73.66	70.81
Canned and preserved fruits and vegetables.....	106.0	83.6	121.0	54.50	59.21	49.62
Grain mill products.....	105.8	104.0	104.0	72.20	71.88	69.13
Bread and other bakery products.....	111.5	109.4	111.7	64.40	64.07	62.59
Biscuits and crackers.....	98.1	93.1	102.0	55.03	55.83	52.15
Distilled and malt liquors.....	108.6	107.5	110.2	70.17	75.62	80.15
Tobacco and tobacco products.....	91.0	90.1	87.1	84.34	82.83	80.85
Rubber products.....	100.7	99.6	113.0	70.17	71.08	68.75
Leather products.....	85.5	84.4	88.5	49.44	49.20	70.68
Boots and shoes (except rubber).....	90.8	89.4	93.4	46.49	48.51	44.89
Textile products (except clothing).....	76.2	76.2	85.2	58.51	58.06	55.21
Cotton yarn and broad woven goods.....	74.2	74.3	83.1	53.98	53.30	51.54
Woollen goods.....	58.2	57.2	73.1	56.17	55.22	52.86
Synthetic textiles and silk.....	78.4	77.6	85.2	65.18	64.76	61.10
Clothing (textile and fur).....	88.8	88.6	93.0	44.94	45.47	42.80
Men's clothing.....	93.3	92.9	100.8	44.67	44.45	41.93
Women's clothing.....	90.1	91.7	90.2	44.83	47.17	42.95
Knit goods.....	74.3	74.2	79.6	44.39	44.85	43.14
Wood products.....	107.9	104.3	112.2	62.45	62.95	60.04
Saw and planing mills.....	110.5	105.6	114.2	64.17	64.91	61.65
Furniture.....	109.2	108.8	112.0	60.49	60.67	58.27
Other wood products.....	93.1	89.5	103.1	57.17	57.31	55.33
Paper products.....	124.7	121.8	128.9	84.96	84.91	85.37
Pulp and paper mills.....	125.0	122.2	131.5	90.98	90.76	92.32
Other paper products.....	123.8	120.9	122.5	69.97	70.32	66.83
Printing, publishing and allied industries.....	119.4	118.7	119.9	78.43	78.48	75.54
Iron and steel products.....	104.4	104.1	117.2	81.99	82.64	78.41
Agricultural implements.....	61.4	65.4	64.4	83.65	81.20	76.38
Fabricated and structural steel.....	163.0	158.3	179.4	83.32	83.09	80.87
Hardware and tools.....	89.7	89.5	98.5	73.92	73.16	72.47
Heating and cooking appliances.....	99.8	97.6	101.3	71.75	71.75	67.83
Iron castings.....	95.8	93.7	108.4	77.31	77.76	76.10
Machinery mfg.....	108.0	109.7	128.7	78.79	78.82	75.28
Primary iron and steel.....	110.6	109.4	130.4	92.72	97.66	87.72
Sheet metal products.....	103.6	101.8	115.0	80.21	79.95	76.66
Transportation equipment.....	129.5	130.7	146.3	82.01	82.50	77.48
Aircraft and parts.....	370.0	369.5	399.0	87.97	87.24	82.40
Motor vehicles.....	106.3	106.8	131.2	87.79	91.81	80.35
Motor vehicle parts and accessories.....	105.6	105.5	117.2	81.50	83.39	75.70
Railroad and rolling stock equipment.....	79.3	80.5	83.5	73.77	72.42	72.71
Shipbuilding and repairing.....	151.8	156.4	157.9	76.05	75.84	73.42
Non-ferrous metal products.....	127.4	126.2	121.9	84.99	84.50	80.41
Aluminum products.....	129.0	124.5	140.3	80.29	80.17	75.64
Brass and copper products.....	104.5	103.3	108.7	78.52	77.06	73.74
Smelting and refining.....	154.2	153.5	136.0	92.22	91.95	88.99
Electrical apparatus and supplies.....	135.3	135.0	151.5	77.44	78.84	75.30
Non-metallic mineral products.....	135.7	132.7	138.6	76.93	77.33	73.38
Clay products.....	108.3	104.8	108.9	70.17	70.32	69.56
Glass and glass products.....	124.9	123.2	138.0	73.40	73.80	67.93
Products of petroleum and coal.....	143.8	141.6	145.8	104.10	105.37	102.37
Chemical products.....	133.0	132.4	134.6	83.57	82.87	79.21
Medicinal and pharmaceutical preparations.....	120.2	119.4	117.0	74.07	73.27	70.83
Acids, alkalis and salts.....	152.3	150.1	147.4	93.60	93.28	89.06
Miscellaneous manufacturing industries.....	121.0	119.8	112.8	65.26	65.37	60.58
<b>Construction</b> .....	<b>139.5</b>	<b>133.3</b>	<b>151.7</b>	<b>74.65</b>	<b>75.18</b>	<b>73.83</b>
Building and general engineering.....	137.4	132.7	158.6	80.88	82.13	80.48
Building.....	138.4	133.6	162.1	78.34	80.55	78.94
General engineering.....	133.5	128.9	144.2	91.88	88.99	87.65
Highways, bridges and streets.....	142.7	134.2	140.7	65.03	64.16	61.85
<b>Service</b> .....	<b>140.5</b>	<b>136.4</b>	<b>137.3</b>	<b>48.02</b>	<b>48.34</b>	<b>45.55</b>
Hotels and restaurants.....	133.2	127.3	133.0	38.36	38.70	37.36
Laundries and dry cleaning plants.....	118.1	117.6	117.8	43.32	43.52	42.51
Other service.....	188.9	185.7	176.6	71.16	71.03	67.51
<b>Industrial composite</b> .....	<b>121.1</b>	<b>118.7</b>	<b>126.6</b>	<b>70.63</b>	<b>70.76</b>	<b>68.33</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1958	June 1, 1958	July 1, 1957	July 1, 1958	June 1, 1958	July 1, 1957
Newfoundland.....	42.4	41.9	45.5	144.8	148.1	157.3
Nova Scotia.....	40.9	40.8	41.3	148.4	147.3	141.8
New Brunswick.....	41.8	41.0	41.9	142.3	142.9	140.3
Quebec.....	40.8	41.5	41.1	150.9	150.1	145.5
Ontario.....	40.6	40.6	40.3	174.8	176.3	169.2
Manitoba.....	40.8	40.5	40.6	155.2	155.5	149.8
Saskatchewan.....	39.7	39.9	40.4	176.9	178.9	168.5
Alberta <sup>(1)</sup> .....	40.9	40.5	40.1	175.9	175.2	168.2
British Columbia <sup>(2)</sup> .....	37.3	38.1	38.6	201.3	202.2	190.2

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.6	41.1	42.8	195.2	194.7	187.4	81.20	80.02	80.21
Metal mining.....	41.8	41.5	43.2	203.2	202.2	195.5	84.94	83.91	84.46
Gold.....	43.0	42.3	43.4	158.7	159.2	159.3	68.24	67.34	69.14
Other metal.....	41.3	41.2	43.1	220.5	218.6	210.3	91.07	90.06	90.64
Fuels.....	40.8	39.4	41.5	185.5	186.2	180.2	75.63	73.36	74.75
Coal.....	40.5	38.7	39.2	172.3	171.2	163.8	69.78	66.25	64.21
Oil and natural gas.....	41.4	40.8	45.7	210.2	212.1	205.4	87.02	86.54	93.87
Non-metal.....	41.7	42.0	43.2	172.3	172.0	164.8	71.85	72.24	71.19
Manufacturing.....	40.5	40.7	40.6	166.7	167.2	161.0	67.51	68.05	65.37
Food and beverages.....	41.4	41.3	41.2	144.2	145.5	138.9	59.70	60.09	57.23
Meat products.....	41.5	40.9	40.9	168.4	169.4	163.1	69.89	69.28	66.71
Canned and preserved fruits and vegetables.....	38.2	38.3	37.9	122.6	130.4	114.3	46.83	49.94	43.32
Grain mill products.....	43.0	42.8	43.2	158.6	158.8	153.3	68.20	67.97	66.23
Bread and other bakery products.....	43.5	43.2	43.4	132.9	133.1	130.6	57.81	57.50	56.68
Distilled and malt liquors.....	40.4	39.6	40.2	192.6	191.4	184.2	77.81	75.79	74.05
Tobacco and tobacco products.....	39.8	40.2	40.0	163.1	164.6	159.1	64.91	66.17	63.64
Rubber products.....	41.2	41.3	40.2	171.9	171.1	164.8	70.82	70.66	66.25
Leather products.....	39.6	39.4	38.8	115.1	114.9	111.8	45.58	45.27	43.38
Boots and shoes (except rubber).....	39.1	39.0	37.9	109.7	110.0	108.5	42.89	42.90	41.12
Textile products (except clothing).....	41.3	41.3	41.1	125.8	124.6	121.0	51.96	51.46	49.73
Cotton yarn and broad woven goods.....	39.3	39.3	38.8	123.9	122.2	120.7	48.69	48.02	46.83
Woolen goods.....	43.3	42.2	42.7	117.2	117.2	113.5	50.75	49.46	48.46
Synthetic textiles and silk.....	43.5	42.7	42.5	132.6	134.0	128.9	57.68	57.22	54.78
Clothing (textile and fur).....	36.6	37.4	36.3	107.9	107.5	104.3	39.49	40.21	37.86
Men's clothing.....	36.4	36.4	35.3	109.9	109.4	106.0	40.00	39.82	37.42
Women's clothing.....	38.7	37.1	34.0	112.9	112.1	109.4	38.05	41.59	37.20
Knit goods.....	38.6	39.0	38.8	101.9	102.4	100.1	39.33	39.94	38.84
*Wood products.....	41.0	41.6	41.4	145.8	145.9	139.3	59.78	60.69	57.67
Saw and planing mills.....	40.4	40.9	40.9	154.2	155.5	147.0	62.30	63.60	60.12
Furniture.....	41.6	42.4	42.0	134.9	133.3	129.8	56.12	56.52	54.52
Other wood products.....	42.5	42.8	42.9	126.5	124.9	122.1	53.76	53.46	52.38
Paper products.....	41.3	41.2	42.8	193.0	193.2	189.9	79.91	79.60	81.28
Pulp and paper mills.....	41.4	41.2	43.2	208.9	207.0	204.0	85.66	85.28	88.13
Other paper products.....	41.2	41.2	41.4	153.8	154.1	144.9	63.37	63.49	59.99
Printing, publishing and allied industries.....	39.3	39.5	40.1	198.6	198.8	190.9	77.59	78.66	74.83
*Iron and steel products.....	40.6	40.8	40.8	191.1	192.8	183.4	77.59	78.66	74.83
Agricultural implements.....	41.0	40.2	40.0	191.5	189.8	180.3	78.52	76.30	72.12
Fabricated and structural steel.....	40.6	40.6	41.3	186.2	185.9	182.0	75.80	75.48	75.17
Hardware and tools.....	40.7	40.4	41.2	167.1	165.3	164.9	68.01	66.78	67.94
Heating and cooking appliances.....	41.3	41.2	40.5	164.5	164.4	156.6	67.94	67.73	63.42
Iron castings.....	39.8	40.1	40.8	184.8	184.4	177.3	73.55	73.94	72.34
Machinery manufacturing.....	41.2	41.2	42.1	179.1	179.7	170.7	73.79	74.04	71.86
Primary iron and steel.....	39.8	41.0	39.7	223.1	231.2	212.9	88.79	94.79	84.52
Sheet metal products.....	41.1	40.8	40.9	185.5	185.4	177.4	76.24	75.64	72.56
*Transportation equipment.....	40.4	40.9	40.1	189.2	189.7	182.0	76.44	77.59	72.98
Aircraft and parts.....	40.9	40.9	41.4	194.2	194.1	188.4	79.43	79.39	76.34
Motor vehicles.....	39.8	41.9	38.0	202.9	206.2	192.8	80.75	86.40	73.26
Motor vehicle parts and accessories.....	40.6	41.5	39.1	188.9	191.0	181.5	76.69	79.27	70.97
Railroad and rolling stock equipment.....	40.1	39.4	39.9	180.2	179.4	179.4	72.26	70.68	71.58
Shipbuilding and repairing.....	40.8	41.1	42.0	184.1	182.0	173.5	75.11	74.80	72.87
*Non-ferrous metal products.....	40.4	40.3	40.5	194.9	194.2	184.3	78.74	78.26	74.64
Aluminum products.....	41.4	41.1	41.3	165.0	164.5	156.6	68.31	67.61	64.68
Brass and copper products.....	40.9	40.1	40.6	180.6	179.5	168.2	73.87	71.98	68.29
*Electrical apparatus and supplies.....	40.1	40.3	40.4	213.5	212.7	206.4	85.61	85.72	83.39
Heavy electrical machinery and equipment.....	39.2	40.4	40.5	171.7	172.3	166.1	67.31	69.61	67.27
Radios and radio parts.....	40.2	40.4	40.8	192.3	191.4	186.3	77.30	77.33	76.01
Batteries.....	40.3	40.5	40.2	151.7	152.9	146.0	61.14	61.92	58.69
Refrigerators, vacuum cleaners and appliances.....	39.4	40.3	40.4	163.5	165.5	163.4	64.42	66.70	66.01
Miscellaneous electrical products.....	40.5	40.9	40.2	173.6	172.6	169.4	70.31	70.59	68.10
Wire and cable.....	37.1	39.5	40.2	162.6	164.2	153.5	60.32	64.86	61.71
*Non-metallic mineral products.....	37.8	41.9	41.4	186.3	188.3	180.3	70.42	78.90	74.64
Clay products.....	43.6	44.1	43.4	167.5	167.1	159.7	73.03	73.69	69.31
Glass and glass products.....	42.5	42.7	42.6	154.0	153.3	150.5	65.45	65.46	63.96
Products of petroleum and coal.....	42.3	42.6	42.1	163.5	165.3	152.3	69.16	70.42	64.12
Chemical products.....	41.5	42.1	41.6	229.9	231.9	225.8	95.41	97.63	98.93
Medicinal and pharmaceutical preparations.....	41.0	40.8	41.2	182.1	180.5	170.6	74.66	73.64	70.29
Acids, alkalis and salts.....	41.2	40.1	41.5	142.1	141.0	133.2	58.55	56.54	55.28
Miscellaneous manufacturing industries.....	41.1	41.0	41.5	207.2	207.4	196.7	87.58	85.03	81.63
*Durable goods.....	41.4	41.6	41.0	139.8	139.7	130.9	57.88	58.12	53.07
Non-durable goods.....	40.6	41.1	40.8	179.6	180.3	172.5	72.92	74.10	70.34
Construction.....	40.3	40.3	40.4	153.7	153.6	148.7	61.94	61.90	60.07
Building and general engineering.....	41.4	41.5	42.1	176.7	177.2	174.3	73.15	73.54	73.38
Highways, bridges and streets.....	40.7	41.6	41.9	193.5	192.1	189.6	78.75	79.91	79.44
Electric and motor transportation.....	42.5	41.3	42.3	148.4	149.7	141.7	63.07	61.83	59.94
Service.....	44.7	44.3	44.5	166.6	166.3	160.4	74.47	73.67	71.38
Hotels and restaurants.....	39.7	39.8	40.2	95.9	96.5	92.5	38.07	38.41	37.19
Laundries and dry cleaning plants.....	39.7	39.8	40.3	93.5	94.7	90.9	37.12	37.69	36.63
	40.3	40.2	40.7	96.4	95.8	90.4	38.85	38.51	36.79

\* Durable manufactured goods industries.



TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN  
MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Week'y Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958 <sup>(1)</sup> .....	40.5	166.7	67.51	161.9	124.7	129.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

<sup>(1)</sup> Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958 (1).....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958 (1).....	10,012	13,446	23,458	237,319	106,423	343,742

\* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 30 1958	July 31 1957
<b>Agriculture, Fishing, Trapping.....</b>	<b>2,970</b>	<b>768</b>	<b>3,738</b>	<b>+</b> <b>2,786</b>	<b>—</b> <b>1,543</b>
<b>Forestry.....</b>	<b>154</b>	<b>0</b>	<b>154</b>	<b>—</b> <b>668</b>	<b>—</b> <b>3,636</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>330</b>	<b>41</b>	<b>371</b>	<b>+</b> <b>25</b>	<b>—</b> <b>581</b>
Metal Mining.....	222	11	233	+	19
Fuels.....	34	16	50	—	50
Non-Metal Mining.....	56	1	57	+	11
Quarrying, Clay and Sand Pits.....	5	2	7	+	3
Prospecting.....	13	11	24	+	2
<b>Manufacturing.....</b>	<b>2,032</b>	<b>2,095</b>	<b>4,127</b>	<b>+</b> <b>114</b>	<b>—</b> <b>2,025</b>
Foods and Beverages.....	173	213	386	—	113
Tobacco and Tobacco Products.....	15	6	21	+	10
Rubber Products.....	23	29	52	+	21
Leather Products.....	45	127	172	+	31
Textile Products (except clothing).....	88	112	200	+	16
Clothing (textile and fur).....	68	990	1,058	+	287
Wood Products.....	208	65	273	—	69
Paper Products.....	74	37	111	+	1
Printing, Publishing and Allied Industries.....	78	69	147	+	4
Iron and Steel Products.....	340	103	443	—	36
Transportation Equipment.....	363	42	405	—	31
Non-Ferrous Metal Products.....	74	38	112	—	22
Electrical Apparatus and Supplies.....	154	93	247	+	36
Non-Metallic Mineral Products.....	84	34	118	—	0
Products of Petroleum and Coal.....	55	18	73	—	1
Chemical Products.....	118	56	174	+	13
Miscellaneous Manufacturing Industries.....	72	63	135	—	3
<b>Construction.....</b>	<b>1,762</b>	<b>82</b>	<b>1,844</b>	<b>—</b> <b>132</b>	<b>—</b> <b>2,051</b>
General Contractors.....	1,233	44	1,277	—	151
Special Trade Contractors.....	529	38	567	+	19
<b>Transportation, Storage and Communication.....</b>	<b>447</b>	<b>219</b>	<b>666</b>	<b>—</b> <b>499</b>	<b>—</b> <b>324</b>
Transportation.....	348	98	446	—	487
Storage.....	22	12	34	+	6
Communication.....	77	109	186	—	18
<b>Public Utility Operation.....</b>	<b>112</b>	<b>24</b>	<b>136</b>	<b>+</b> <b>5</b>	<b>—</b> <b>79</b>
<b>Trade.....</b>	<b>1,361</b>	<b>1,725</b>	<b>3,086</b>	<b>—</b> <b>165</b>	<b>—</b> <b>294</b>
Wholesale.....	461	375	836	—	19
Retail.....	900	1,350	2,250	—	146
<b>Finance, Insurance and Real Estate.....</b>	<b>573</b>	<b>477</b>	<b>1,050</b>	<b>—</b> <b>74</b>	<b>+</b> <b>32</b>
<b>Service.....</b>	<b>2,093</b>	<b>6,535</b>	<b>8,628</b>	<b>—</b> <b>2,746</b>	<b>—</b> <b>1,307</b>
Community or Public Service.....	216	1,246	1,462	—	227
Government Service.....	799	283	1,082	—	680
Recreation Service.....	281	68	349	—	13
Business Service.....	395	319	714	—	232
Personal Service.....	402	4,619	5,021	—	1,594
<b>GRAND TOTAL.....</b>	<b>11,834</b>	<b>11,966</b>	<b>23,800</b>	<b>—</b> <b>1,354</b>	<b>—</b> <b>11,808</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JULY 31, 1958 <sup>(1)</sup>**

(SOURCE: FORM U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,008	857	1,865	7,053	1,759	8,812
Clerical workers.....	705	2,384	3,089	14,178	41,633	55,811
Sales workers.....	1,034	874	1,908	5,499	13,690	19,189
Personal and domestic service workers...	556	5,085	5,641	24,319	17,440	41,759
Seamen.....	2	.....	2	1,330	7	1,337
Agriculture, fishing, forestry (Ex. log.)...	3,081	658	3,739	3,099	390	3,489
Skilled and semiskilled workers.....	3,563	1,482	5,045	114,507	22,624	137,131
Food and kindred products (incl. tobacco).....	48	12	60	999	558	1,557
Textiles, clothing, etc.....	58	1,137	1,195	3,097	13,787	16,884
Lumber and lumber products.....	189	3	192	12,212	146	12,358
Pulp, paper (incl. printing).....	45	11	56	1,119	480	1,599
Leather and leather products.....	19	66	85	1,055	1,130	2,185
Stone, clay and glass products.....	5	1	6	335	63	398
Metalworking.....	473	27	500	20,938	1,541	22,479
Electrical.....	69	38	107	3,461	1,729	5,190
Transportation equipment.....	14	.....	14	1,424	106	1,530
Mining.....	157	.....	157	2,473	.....	2,473
Construction.....	996	.....	996	20,253	4	20,257
Transportation (except seamen).....	366	23	389	17,658	147	17,805
Communications and public utility...	18	.....	18	637	5	642
Trade and service.....	143	128	271	3,291	1,571	4,862
Other skilled and semiskilled.....	782	29	811	18,735	1,085	19,820
Foremen.....	91	7	98	2,724	261	2,985
Apprentices.....	90	.....	90	4,096	11	4,107
Unskilled workers.....	1,556	518	2,074	82,868	21,614	104,482
Food and tobacco.....	22	116	138	2,011	3,703	5,714
Lumber and lumber products.....	36	17	53	8,504	359	8,863
Metalworking.....	41	14	55	7,416	739	8,155
Construction.....	512	9	521	30,436	2	30,438
Other unskilled workers.....	945	362	1,307	34,501	16,811	51,312
<b>GRAND TOTAL.....</b>	<b>11,505</b>	<b>11,858</b>	<b>23,363</b>	<b>252,853</b>	<b>119,157</b>	<b>372,010</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
<b>Newfoundland.....</b>	<b>276</b>	<b>308</b>	<b>149</b>	<b>7,202</b>	<b>14,783</b>	<b>5,456</b>
Corner Brook.....	4	6	10	2,001	3,639	1,238
Grand Falls.....	2	4	12	605	957	555
St. John's.....	270	298	127	4,596	10,187	3,663
<b>Prince Edward Island.....</b>	<b>149</b>	<b>128</b>	<b>121</b>	<b>1,453</b>	<b>2,291</b>	<b>1,178</b>
Charlottetown.....	108	110	94	820	1,274	639
Summerside.....	41	18	27	633	1,017	539
<b>Nova Scotia.....</b>	<b>525</b>	<b>859</b>	<b>846</b>	<b>13,842</b>	<b>22,071</b>	<b>10,434</b>
Amherst.....	12	17	14	570	877	462
Bridgewater.....	10	19	8	695	1,108	481
Halifax.....	358	489	561	4,039	5,621	2,867
Inverness.....				347	621	288
Kentville.....	42	202	39	1,065	2,251	862
Liverpool.....	1	7	6	271	674	201
New Glasgow.....	26	31	137	2,161	2,654	1,623
Springhill.....	1		1	237	474	448
Sydney.....	15	26	56	2,951	4,172	1,912
Truro.....	3	6	12	698	1,230	581
Yarmouth.....	57	62	12	808	2,389	759
<b>New Brunswick.....</b>	<b>479</b>	<b>709</b>	<b>859</b>	<b>13,376</b>	<b>21,309</b>	<b>10,634</b>
Bathurst.....	5	6	4	1,000	2,417	928
Campbellton.....	37	33	35	972	1,845	860
Edmundston.....	8	24	22	849	1,562	531
Fredericton.....	87	122	140	1,260	1,977	761
Minto.....	2	138	106	833	901	285
Moncton.....	224	239	294	2,517	4,332	2,218
Newcastle.....	1	2	8	1,004	2,135	888
Saint John.....	96	111	138	2,560	3,160	2,615
St. Stephen.....	4	4	15	1,375	1,453	958
Sussex.....	10	17	40	204	285	208
Woodstock.....	5	13	7	802	1,242	382
<b>Quebec.....</b>	<b>4,744</b>	<b>5,292</b>	<b>10,021</b>	<b>112,675</b>	<b>159,624</b>	<b>76,195</b>
Alma.....	33	50	175	1,217	1,752	886
Asbestos.....	8	13	5	736	1,139	319
Beauharnois.....	36	33	73	580	1,067	468
Buckingham.....	8	16	6	748	980	437
Causapscal.....	47	248	60	641	1,757	802
Chandler.....	1	4	2	204	736	247
Chicoutimi.....	52	75	569	1,336	1,661	920
Dolbeau.....	18	18	58	1,153	1,595	968
Drummondville.....	22	25	54	1,389	1,920	1,097
Farnham.....	99	17	27	539	1,879	461
Forestville.....	4	2	429	724	1,502	265
Gaspé.....	11	27	6	303	662	193
Granby.....	35	17	61	1,592	1,474	1,526
Hull.....	36	47	54	1,927	2,789	1,470
Joliette.....	121	117	1,137	2,481	3,171	1,942
Jonquière.....	35	51	38	1,304	2,097	1,539
Lachute.....	38	36	23	525	699	285
La Malbaie.....	89	154	1	454	1,247	270
La Tuque.....	18	216	772	583	752	358
Lévis.....	71	82	193	2,327	3,105	1,933
Louiseville.....	43	57	67	764	1,485	717
Magog.....	2		2	486	838	428
Maniwaki.....			258	326	940	271
Matane.....	12	7	5	914	2,054	634
Mégantic.....	13	15	21	411	931	409
Mont-Laurier.....	4	5	18	616	961	573
Montmagny.....	14	15	17	782	1,470	754
Montreal.....	2,632	2,519	3,624	47,974	59,477	27,426
New Richmond.....	8	5	1	370	1,044	425
Port Alfred.....	5	11	13	345	676	285
Quebec.....	502	535	605	7,942	10,998	6,610
Rimouski.....	38	59	90	1,379	2,611	1,037
Rivière du Loup.....	9	21	59	1,095	2,478	929
Roberval.....	12	32	102	973	1,507	577
Rouyn.....	59	58	72	2,485	4,361	1,685
Ste. Agathe.....	15	38	48	263	455	144
Ste. Anne de Bellevue.....	37	45	38	597	839	239
Ste. Thérèse.....	38	21	50	1,004	1,887	752
St. Hyacinthe.....	24	27	122	1,535	1,843	1,280
St. Jean.....	49	66	84	1,672	1,403	920
St. Jérôme.....	35	27	48	1,192	1,430	848
Sept Îles.....	53	80	76	723	1,193	446
Shawinigan.....	1	42	131	2,996	4,693	2,224
Sherbrooke.....	67	72	124	3,374	4,883	2,707
Sorel.....	33	22	90	1,873	1,998	935
Thetford Mines.....	79	44	54	1,131	1,872	848
Trois-Rivières.....	92	123	205	2,970	4,079	2,026
Val d'Or.....	20	22	64	1,372	2,767	1,130

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
<b>Quebec—Con.</b>						
Valleyfield.....	24	11	71	1,478	2,010	907
Victoriaville.....	24	22	66	1,608	2,210	1,014
Ville St. Georges.....	18	34	53	1,262	2,347	1,377
<b>Ontario.....</b>	<b>10,436</b>	<b>8,413</b>	<b>14,255</b>	<b>137,382</b>	<b>170,042</b>	<b>97,235</b>
Arnprior.....	14	6	20	164	244	159
Barrie.....	46	68	69	608	810	526
Belleville.....	50	71	14	1,246	1,863	853
Bracebridge.....	58	209	75	357	638	341
Brampton.....	15	29	38	689	841	457
Brantford.....	67	56	45	2,406	3,251	2,820
Brockville.....	31	21	14	400	312	266
Carleton Place.....	12	18	9	117	220	107
Chatham.....	54	30	549	1,997	2,842	1,588
Cobourg.....	8	9	2	698	705	627
Collingwood.....	15	16	48	496	420	342
Cornwall.....	97	91	301	2,871	3,422	1,363
Fort Erie.....	5	18	36	404	560	212
Fort Frances.....	22	40	18	318	462	145
Fort William.....	185	124	786	1,317	1,362	544
Galt.....	21	38	142	1,495	1,727	979
Gananoque.....	10	6	10	162	214	130
Goderich.....	15	21	31	336	487	241
Guelph.....	33	24	84	1,449	1,680	1,771
Hamilton.....	606	565	609	11,608	14,603	8,963
Hawkesbury.....	6	29	15	400	795	208
Ingersoll.....	28	33	1,974	535	658	312
Kapuskasing.....	34	12	44	672	787	200
Kenora.....	15	11	34	344	374	182
Kingston.....	86	115	120	1,045	1,451	978
Kirkland Lake.....	38	46	164	678	1,119	400
Kitchener.....	67	173	97	2,503	2,547	2,021
Leamington.....	23	25	64	810	1,269	709
Lindsay.....	17	4	20	644	476	443
Listowel.....	34	47	29	188	247	144
London.....	506	404	392	3,576	4,571	3,222
Long Branch.....	144	164	121	2,477	3,248	2,043
Midland.....	16	47	27	383	400	248
Napanee.....	3	8	13	298	503	282
Newmarket.....	53	37	40	825	1,059	496
Niagara Falls.....	41	35	201	1,597	2,287	736
North Bay.....	28	50	10	1,356	1,267	888
Oakville.....	60	68	119	818	995	548
Orillia.....	31	37	22	845	1,076	417
Oshawa.....	62	108	256	7,223	3,942	3,059
Ottawa.....	800	967	755	3,841	5,252	2,990
Owen Sound.....	14	11	18	1,184	1,627	905
Parry Sound.....	2	1	5	180	280	105
Pembroke.....	95	144	165	1,237	1,650	974
Perth.....	36	49	43	300	450	216
Peterborough.....	58	91	159	2,534	3,484	1,704
Pictou.....	17	9	29	232	285	131
Port Arthur.....	265	378	395	1,879	3,027	665
Port Colborne.....	15	14	16	631	881	312
Prescott.....	36	18	36	560	686	432
Renfrew.....	7	11	11	569	601	335
St. Catharines.....	81	141	103	5,472	4,435	2,591
St. Thomas.....	50	71	43	869	1,123	628
Sarnia.....	72	92	82	2,099	2,568	1,412
Sault Ste. Marie.....	233	286	289	1,862	2,498	893
Simcoe.....	2,885	30	2,051	902	919	605
Sioux Lookout.....	8	17	115	175	175	70
Smiths Falls.....	17	21	11	223	366	179
Stratford.....	29	36	26	695	811	560
Sturgeon Falls.....	2	.....	6	732	874	401
Sudbury.....	294	227	412	3,940	4,979	1,678
Timmings.....	82	174	41	1,555	2,284	946
Toronto.....	2,146	2,335	1,853	32,078	43,436	25,879
Trenton.....	55	33	31	638	720	477
Walkerton.....	48	72	63	319	401	238
Wallaceburg.....	3	2	8	372	535	316
Welland.....	16	26	50	1,982	2,565	803
Weston.....	168	172	125	1,875	2,381	1,340
Windsor.....	91	72	160	11,390	13,983	8,725
Woodstock.....	155	10	290	762	1,082	775
<b>Manitoba.....</b>	<b>1,634</b>	<b>1,982</b>	<b>2,557</b>	<b>12,851</b>	<b>17,861</b>	<b>9,656</b>
Brandon.....	133	278	301	814	1,178	531
Dauphin.....	21	64	21	410	781	251
Flin Flon.....	53	31	58	189	238	160
Portage la Prairie.....	35	36	64	469	787	292
The Pas.....	28	22	24	277	251	69
Winnipeg.....	1,364	1,551	2,089	10,692	14,626	8,333



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1958**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	<sup>(1)</sup> July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	<sup>(1)</sup> July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
<b>Saskatchewan</b> .....	<b>844</b>	<b>779</b>	<b>1,399</b>	<b>6,460</b>	<b>10,766</b>	<b>4,143</b>
Estevan.....	64	43	130	283	399	131
Moose Jaw.....	175	98	257	639	874	383
North Battleford.....	52	37	39	441	766	293
Prince Albert.....	70	75	101	681	1,214	558
Regina.....	173	165	351	1,647	3,115	1,068
Saskatoon.....	166	213	272	1,476	2,390	996
Swift Current.....	45	37	119	248	298	173
Weyburn.....	16	19	48	169	225	76
Yorkton.....	83	92	82	876	1,485	465
<b>Alberta</b> .....	<b>2,682</b>	<b>3,221</b>	<b>2,432</b>	<b>15,410</b>	<b>21,574</b>	<b>10,777</b>
Blairmore.....	8	14	13	430	573	264
Calgary.....	987	1,085	866	4,782	5,887	3,360
Drumheller.....	24	15	36	296	507	200
Edmonton.....	1,238	1,574	1,019	7,794	11,145	5,179
Edson.....	17	3	49	290	488	207
Lethbridge.....	177	247	234	751	1,309	638
Medicine Hat.....	114	191	124	525	675	492
Red Deer.....	117	92	91	542	990	437
<b>British Columbia</b> .....	<b>1,594</b>	<b>2,360</b>	<b>2,258</b>	<b>51,359</b>	<b>65,821</b>	<b>30,658</b>
Chilliwack.....	74	90	68	1,492	1,491	926
Courtenay.....	3	10	32	1,510	1,555	830
Cranbrook.....	19	19	21	363	780	217
Dawson Creek.....	14	31	56	725	1,285	280
Duncan.....	18	20	38	1,431	1,272	400
Kamloops.....	22	20	31	792	1,189	525
Kelowna.....	10	56	27	594	960	344
Kitimat.....	11	22	86	200	374	283
Mission City.....	7	45	12	881	1,091	461
Nanaimo.....	20	17	25	1,919	2,165	1,055
Nelson.....	12	28	56	495	978	293
New Westminster.....	200	189	321	6,807	8,269	3,806
Penticton.....	8	14	29	569	1,030	332
Port Alberni.....	50	74	26	1,304	1,259	558
Prince George.....	51	79	134	1,161	2,045	787
Prince Rupert.....	26	42	81	627	951	876
Princeton.....	5	10	10	212	286	144
Trail.....	16	43	15	490	892	285
Vancouver.....	696	1,146	915	25,020	31,493	16,195
Vernon.....	58	146	43	813	1,111	339
Victoria.....	224	222	185	3,761	4,876	2,373
Whitehorse.....	50	37	47	193	469	149
<b>Canada</b> .....	<b>23,363</b>	<b>24,051</b>	<b>34,897</b>	<b>372,010</b>	<b>506,142</b>	<b>256,346</b>
Males.....	11,505	11,011	20,837	252,853	350,897	171,765
Females.....	11,858	13,040	14,060	119,157	155,245	84,581

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (7 months).....	515,419	349,315	166,104	32,345	125,850	183,687	111,085	61,952
1958 (7 months).....	472,132	306,728	165,404	30,576	111,568	159,146	100,632	70,210

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	7.3	1,699	32,110	664,899
Prince Edward Island.....	1.0	402	4,367	80,442
Nova Scotia.....	16.4	9,770	72,066	1,361,459
New Brunswick.....	11.7	3,687	51,567	1,031,151
Quebec.....	95.6	37,620	420,600	8,650,529
Ontario.....	101.0	47,286	444,213	9,223,171
Manitoba.....	9.7	3,321	42,773	830,601
Saskatchewan.....	4.8	1,551	21,099	414,148
Alberta.....	10.6	4,037	46,856	972,000
British Columbia.....	36.7	16,476	161,577	3,586,703
Total, Canada, July 1958.....	294.8	125,849	1,297,228	26,815,103
Total, Canada, June 1958.....	426.1	126,330	1,785,342	36,992,241
Total, Canada, July 1957.....	155.8	71,453	685,884	13,799,832

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 31, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	July 31, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	300,826	94,965	31,041	40,464	29,581	24,889	19,722	60,164	29.5	205,779
Male.....	205,484	70,813	21,705	26,785	18,759	16,087	12,877	38,458	31.4	138,938
Female.....	95,342	24,152	9,336	13,679	10,822	8,802	6,845	21,706	25.6	66,841
Newfoundland.....	5,709	1,754	397	523	580	467	458	1,530	61.7	4,507
Male.....	4,863	1,589	325	431	492	392	385	1,249	65.2	4,007
Female.....	846	165	72	92	88	75	73	281	41.7	500
Prince Edward Island....	940	208	112	186	95	81	57	191	62.4	831
Male.....	630	148	88	119	62	53	41	119	69.0	611
Female.....	310	60	34	67	33	28	16	72	49.0	220
Nova Scotia.....	12,566	3,122	1,219	1,621	1,412	1,357	874	3,051	36.8	9,985
Male.....	9,729	2,531	865	1,221	1,121	1,074	663	2,254	36.4	8,081
Female.....	2,837	591	264	400	291	283	211	797	38.4	1,904
New Brunswick.....	10,349	2,504	1,125	1,449	1,184	1,391	773	1,923	50.3	9,400
Male.....	7,937	1,974	873	1,051	917	1,146	610	1,366	53.7	7,532
Female.....	2,412	530	252	398	267	245	163	557	39.1	1,868
Quebec.....	94,052	29,576	9,705	12,984	9,505	8,248	6,524	17,510	28.8	64,340
Male.....	64,146	21,721	6,786	8,560	5,977	5,384	4,450	11,268	31.5	43,229
Female.....	29,906	7,855	2,919	4,424	3,528	2,864	2,074	6,242	22.8	21,111
Ontario.....	112,666	39,065	11,553	14,602	10,584	8,080	6,525	22,257	25.0	78,815
Male.....	72,747	28,152	7,496	9,036	6,041	4,591	3,862	13,569	24.6	49,453
Female.....	39,919	10,913	4,057	5,566	4,543	3,489	2,663	8,688	25.9	29,362
Manitoba.....	9,754	2,799	836	1,301	963	827	695	2,333	24.1	6,721
Male.....	5,825	1,856	495	751	578	496	393	1,256	28.5	3,783
Female.....	3,929	943	341	550	385	331	302	1,077	17.6	2,938
Saskatchewan.....	4,374	1,033	492	599	408	426	296	1,120	44.8	2,675
Male.....	2,432	595	296	322	201	259	155	604	52.1	1,453
Female.....	1,942	438	196	277	207	167	141	516	35.5	1,222
Alberta.....	10,951	3,094	995	1,404	1,057	1,149	821	2,431	35.8	7,918
Male.....	7,349	2,202	684	877	654	801	554	1,577	41.9	6,061
Female.....	3,602	892	311	527	403	348	267	854	23.5	1,857
British Columbia.....	39,465	11,810	4,687	5,795	3,793	2,863	2,699	7,818	29.1	20,587
Male.....	29,826	10,045	3,797	4,417	2,716	1,891	1,764	5,196	30.2	14,728
Female.....	9,639	1,765	890	1,378	1,077	972	935	2,622	25.7	5,859

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
JULY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,956	1,586	1,370	2,904	2,356	548	752
Prince Edward Island.....	398	272	126	418	292	126	60
Nova Scotia.....	6,324	4,051	2,273	10,862	9,615	1,247	1,095
New Brunswick.....	4,501	3,025	1,476	4,668	3,300	1,368	1,030
Quebec.....	48,848	28,296	20,552	50,824	40,721	10,103	10,587
Ontario.....	71,006	36,071	34,935	72,218	58,252	13,966	11,604
Manitoba.....	4,351	2,984	1,367	4,236	3,090	1,146	1,101
Saskatchewan.....	1,870	1,178	692	2,065	1,425	640	411
Alberta.....	5,240	3,177	2,063	5,810	4,511	1,299	1,557
British Columbia.....	21,908	10,786	11,122	22,359	17,636	4,723	4,791
Total, Canada, July 1958.....	167,402	91,426	75,976	76,364	141,198	35,166	32,988
Total, Canada, June 1958.....	155,754	90,769	64,985	155,695	136,704	18,991	41,950
Total, Canada, July 1957.....	114,107	64,614	49,493	108,349	85,678	22,671	29,283

\* In addition, revised claims received numbered 23,360.

† In addition, 23,784 revised claims were disposed of. Of these, 1,819 were special requests not granted and 1,310 were appeals by claimants. There were 3,710 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT.**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—July.....	4,034,100	3,588,600	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800
July.....	3,965,000	3,760,500	204,500



## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	115.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1958**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1957	July 1958	August 1958					
(1) St. John's, Nfld.....	110.5	112.7	113.1	112.5	113.9	103.4	108.4	122.0
Halifax.....	120.6	122.8	123.2	117.2	131.5	114.7	125.4	131.4
Saint John.....	123.3	124.7	125.7	120.4	134.9	116.7	121.4	137.3
Montreal.....	122.2	125.0	124.9	125.4	142.6	107.1	118.1	128.7
Ottawa.....	124.0	125.4	126.0	123.0	145.5	111.3	118.9	131.5
Toronto.....	125.9	128.4	128.9	123.4	153.7	113.0	120.3	134.1
Winnipeg.....	120.7	122.6	122.7	120.3	130.0	115.2	117.4	129.2
Saskatoon—Regina.....	120.2	121.9	122.2	120.6	121.4	118.6	123.1	125.8
Edmonton—Calgary.....	119.8	121.3	121.3	117.9	124.6	114.7	120.7	128.2
Vancouver.....	122.5	124.6	125.1	120.5	137.4	113.7	127.7	129.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-AUGUST 1957-1958 (a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
<b>1958</b>						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,073	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
Cumulative Totals.....	182		62,039		1,005,820	0.13
<b>1957</b>						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,153	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	52	7,044	14,532	187,450	0.19
Cumulative Totals.....	177		57,112		1,016,800	0.13

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one days' duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

**TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1958, INVOLVING 100 OR MORE WORKERS**

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-Days				
			August				
In Progress Prior to August 1958							
MINING— Canadian Gypsum Co., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, CLC.	176(b)	4,400	72,950	Oct. 31 1957	Wages, hours, union security and fringe benefits.	.....
MANUFACTURING— <i>Food—</i> Robinhood Flour Mills, Port Colborne, Ont.	United Packinghouse Work- ers of America, No. 416, AFL-CIO/CLC.	195	3,900	7,410	July 8	Wages and term of agreement.	.....
<i>Clothing—</i> Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Work- ers, AFL-CIO/CLC.	278	5,835	31,190	Mar. 17	Recognition; certification fore- stalled by court action.	.....
<i>Wood—</i> Kormak Lumber Co., Kormak, Ont.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 237, AFL-CIO/ CLC.	112	1,680	2,125	July 28	Not reported.	Basic wage rate increased by 3 cents an hour and logging rate by 3%.
Wesmak Lumber, Westree, Ont.	Unorganized.	115	920	1,265	July 29	In sympathy with workers of another lumber company.	Return of workers, fur- ther negotiations.
CONSTRUCTION— National Association of Mas- ter Plumbers and Heating Contractors, Vancouver, B.C.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S. and Canada, No. 170, AFL- CIO/CLC.	1,000	20,000	84,000	Apr. 30	Wages.	.....
Associated Electrical Con- tractors represented by Con- struction Industrial Relations, Vancouver, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	331	4,630	18,885	May 30	Wages.	Wage increase of 11 cents an hour.



# Commencing in August 1958

MANUFACTURING— <i>Beverages</i> — Warehousing Com- pany, Ontario-wide.	Various locals of the Inter- national Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, AFL-CIO/CLC.	1, 200	16, 800	15, 800	Aug. 7 Aug. 12	.....	Wages, hours and hiring policies.	.....
		166	1, 160	1, 160	Aug. 21	.....	Conciliation Board report not acceptable to union.	.....
<i>Wood</i> — A. Keith & Sons, Oland & Sons, Hullax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, No. 361, AFL-CIO/CLC.	159	1, 905	1, 905	Aug. 14	.....	Wages.	.....
		8, 077 (c)	121, 155	121, 155	Aug. 11	.....	Wages.	.....
<i>Iron and Steel</i> — Steel Company of Canada, Hamilton, Ont.	United Steelworkers of America, No. 3527, AFL- CIO/CLC.	119 (d)	1, 190	1, 190	Aug. 18	.....	Wages and fringe benefits.	.....
		2, 135	21, 350	21, 350	Aug. 18	.....	Wages, hours, seniority.	.....
TRANSPORTATION EQUIPMENT Davie Shipbuilding Co., Lauson, Que.	National Metal Trades Federation, CCCL.	400	4, 000	4, 000	Aug. 14	Aug. 27	Wages and hours.	Return of some workers, replacement of others.
		120	300	300	Aug. 18	Aug. 20	Wages, vacations, statutory holidays.	Return of workers, fur- ther negotiations.
CONSTRUCTION— Six Building Contractors, Elliot Lake, Ont.	International Brotherhood of Carpenters and Joiners of America, No. 2486, AFL- CIO/CLC.	1, 300	13, 000	13, 000	Aug. 21	.....	Employers' contribution to a pension and welfare plan.	.....
St. John's Building Trades Association, St. John's, Nfld.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1291, AFL-CIO/ CLC.							
TRANSPORTATION— Shipping Federation of B.C., New Westminster, Port Alberni, Vancouver and Victoria, B.C.	International Longshoremen and Warehousemen's Union, five locals, AFL-CIO/CLC.							

TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out			Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days August	Accumulated				
Commencing in August 1958								
Canadian Stevedoring Co.; Chemainus, Crofton and Nanaimo, B.C.	International Longshoremen and Warehousemen's Union, No. 508, AFL-CIO/CLC.	144	1, 295	1, 295	Aug. 21	.....	Wages, hours, call-out pay and improved pension plan.	.....
	St. John's Employers' Association, St. John's, Nfld.	900	9, 900	9, 900	Aug. 21	.....	Work load.	.....

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent. (b) 43 indirectly affected; (c) 378 indirectly affected; (d) 25 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													71
Struck by.....													10
(a) Tools, machinery, cranes, etc.....		1		2	2	3		2					19
(b) Moving vehicles.....		2		3	1	6		3			1		42
(c) Other objects.....		12		9	2	13		3			1		11
Caught In, On or Between Machinery, Vehicles, etc.....		2		3	2	2		17	2		9		79
Collisions, Derailments, Wrecks, etc.....	12	9	10	3	9	8							68
Falls and Slips.....													68
(a) Falls on same level.....								10			2		16
(b) Falls to different levels.....	2	8	4	5	6	31							16
Conflagrations, Temperature Extremes and Explosions.....	5		3	4	1	1		1		1			20
Inhalation, Absorptions, Asphyxiation, etc.....				9	5		2						7
Electric Current.....	1				1	11	2	2	2		1		2
Over-exertion and Industrial Diseases.....					1				2		3		9
Miscellaneous Accidents.....	2		3		2			1			1		9
Total, Second Quarter—1958.....	26	32	20	39	32	75	4	44	6	1	18		297
Total, Second Quarter—1957.....	26	39	5	38	51	81	6	51	8		11		316



**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1958**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				3	1	9	2	4	7			26
Logging.....	1			3	3	6				19	1	32
Fishing and Trapping.....		2	11	3		2	2					20
Mining and Quarrying.....	2		3	1	3	18		1	5	6		39
Manufacturing.....	1		2	1	10	11	1		2	4		32
Construction.....	1			3	10	34	2	1	3	21		75
Public Utilities.....					3				1			4
Transportation, Storage and Com- munications.....	2		1	4	6	21	1	1	3	5		44
Trade.....						3			2	1		6
Finance.....					1	1						1
Service.....		1			1	8	1		4	3		18
Unclassified.....												
Total.....	7	3	17	16	37	113	9	7	27	60	1	297*

\* Of this total 223 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 74 were obtained from other non-official sources.

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## A Message from the Minister of Labour

The struggle for human rights is as old as mankind itself. In the long development of democracy, beginning with the Magna Charta of 1215, through the Bill of Rights of 1679, the American Declaration of Independence, France's Declaration of the Rights of Man, etc., those rights have come to gain protection through the law and practice of individual states. The international minimum social and labour standards drafted by the tripartite International Labour Organization have, since the ILO's creation in 1919, pioneered in providing protection of a special kind of human rights.

But the protection gained from all those documents has depended on individual states, and was enjoyed only by the peoples of those states that enacted such measures or ratified such standards.

Then, on December 10, 1948, the United Nations General Assembly adopted and proclaimed a Universal Declaration of Human Rights. For the first time, the rights and freedoms defined in the Declaration—economic and social rights as well as political rights—were set out in an international, universal declaration, and were specifically applied to the individual as a human being “without distinction based on the political status of countries or territories”. That is the real significance of this Declaration.

As its contribution to the Canadian celebration of the tenth anniversary of the Universal Declaration of Human Rights, the *Labour Gazette* is publishing in this issue a special section on Human Rights. It is most appropriate, in my opinion, for the *Labour Gazette* to mark this anniversary in this way. I say this because the publicizing of such documents and of action taken towards the achieving of human rights and fundamental freedoms is in no way foreign to one of the purposes served by the *Labour Gazette*. As set forth on the first page of its first issue in September 1900, the *Labour Gazette* aims to contain in its columns topics that “have a bearing on the status and well-being of the industrial classes of Canada”. And I say it because Canadian governments have long believed in the concepts crystallized in the Declaration's thirty articles and have already given legislative force to many of them; the Government of which I am a member introduced during the most recent session of Parliament a “Bill of Rights” aimed at providing statutory protection of some of the other rights enumerated in the Declaration.

I further believe it appropriate for a Department of Labour publication to call attention to this anniversary because Articles 23 and 24 of the Declaration come close to spelling out the reasons for the establishment and existence of a Department of Labour.

The Declaration's tenth anniversary will be celebrated throughout almost the entire world. In Canada a country-wide celebration has been organized by a group of organizations who have formed the Human Rights Anniversary Committee for Canada. I note that this Committee includes among its sponsoring organizations several groups within the Canadian labour movement.

I invite, and urge, all readers of the *Labour Gazette* to read the Universal Declaration of Human Rights reprinted on the following pages, and all the articles that make up this special Human Rights section of this issue.

Michael Starr,  
Minister of Labour.



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# Universal Declaration of Human Rights

## PREAMBLE

**Whereas** recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

**Whereas** disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

**Whereas** it is essential, if man is not to be compelled to have recourse, as a last resort, to rebelling against tyranny and oppression, that human rights should be protected by the rule of law,

**Whereas** it is essential to promote the development of friendly relations between nations,

**Whereas** the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

**Whereas** Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

**Whereas** a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

**Now, Therefore,**

### THE GENERAL ASSEMBLY

**proclaims**

**THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS** as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

**Article 1.** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

**Article 2.** Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

**Article 3.** Everyone has the right to life, liberty and security of person.

**Article 4.** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

**Article 5.** No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6.** Everyone has the right to recognition everywhere as a person before the law.

**Article 7.** All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8.** Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

**Article 9.** No one shall be subjected to arbitrary arrest, detention or exile.

**Article 10.** Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

**Article 11.** (1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than



the one that was applicable at the time the penal offence was committed.

**Article 12.** No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13.** (1) Everyone has the right to freedom of movement and residence within the borders of each state.

(2) Everyone has the right to leave any country, including his own, and to return to his country.

**Article 14.** (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15.** (1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

**Article 16.** (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

**Article 17.** (1) Everyone has the right to protection by society and the State, own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his property.

**Article 18.** Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

**Article 19.** Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20.** (1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to an association.

**Article 21.** (1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

(2) Everyone has the right of equal access to public service in his country.

(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

**Article 22.** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

**Article 23.** (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

(2) Everyone, without any discrimination, has the right to equal pay for equal work.

(3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

(4) Everyone has the right to form and to join trade unions for the protection of his interests.

**Article 24.** Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

**Article 25.** (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

**Article 26.** (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality

and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

**Article 27.** (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

**Article 28.** Everyone is entitled to a social and international order in which the rights

and freedoms set forth in this Declaration can be fully realized.

**Article 29.** (1) Everyone has duties to the community in which alone the free and full development of his personality is possible.

(2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

**Article 30.** Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

## Protection of Human Rights within the Canadian Constitutional System

On September 5, 1958, the Prime Minister introduced in the House of Commons Bill C-60 entitled "An Act for the Recognition and Protection of Human Rights and Fundamental Freedoms," the short title of which is the Canadian Bill of Rights. He explained that after the Leader of the Opposition and a representative of the CCF Party had expressed their views, the measure would be held over until the next session to be introduced at the earliest possible date after full representations have been received from those organizations and individuals in our country whose interest over the years has been directed to the necessity for a "Bill of Human Rights and Fundamental Freedoms". This proposal for the further protection of human rights and fundamental freedoms is now before the people of Canada in this tenth anniversary year of the adoption of the Universal Declaration of Human Rights.

The Bill contains two parts. In Part I, Section 2 contains the recognition and declaration of rights and freedoms and reads as follows:

It is hereby recognized and declared that in Canada there have always existed and shall continue to exist the following human rights and fundamental freedoms, namely,

(a) the right of the individual to life, liberty, security of the person and enjoyment of property and the right not to be deprived thereof except by due process of law;

- (b) the right of the individual to protection of the law without discrimination by reason of race, national origin, colour, religion or sex;
- (c) freedom of religion;
- (d) freedom of speech;
- (e) freedom of assembly and association; and
- (f) freedom of the press;

Section 3 provides that all the Acts of the Parliament of Canada enacted before or after the commencement of the Act, and all orders, rules, regulations thereunder and laws in force in Canada which are subject to the authority of the Parliament of Canada, shall be so construed and applied as not to infringe or abrogate any of the rights or freedoms recognized by this Act. In particular they will not:

- (a) impose or authorize the imposition of torture, or cruel, inhuman or degrading treatment or punishment;
- (b) deprive a person who has been arrested or detained
  - (i) of the right to be informed promptly of the reason for his arrest or detention;
  - (ii) of the right to retain and instruct counsel without delay, or
  - (iii) of the remedy by way of habeas corpus for the determination of the validity of his detention and for his release if the detention is not lawful;
- (c) authorize a court, tribunal, commission, board or other authority to compel a person to give evidence if he is denied counsel or other constitutional safeguards;

- (d) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations; or
- (e) deprive a person of the right to a fair and public hearing by an independent and impartial tribunal for the determination of any criminal charge against him.

Section 4 imposes on the Minister of Justice the duty to examine every proposed regulation submitted in draft form to the Clerk of the Privy Council, and every Bill introduced in the House of Commons to ensure that the proposed measure conforms to the provisions of this Act.

In Part II, Section 5 contains a saving clause to the effect that nothing in Part I of the Bill could be construed as abrogating or abridging any human right or fundamental freedom not mentioned in that Part that may have existed in Canada at the commencement of the Act.

Section 6 provides that security measures provided in Sections 3, 4, and 5 of the War Measures Act shall come into force only following proclamation of the Governor in Council declaring that war, invasion or insurrection, real or apprehended, exists. Such a proclamation shall be laid before Parliament forthwith after its issue or, if Parliament is not sitting, within the first 15 days thereafter.

In explaining in the House of Commons the provisions of Section 6 the Prime Minister said that in time of war rights on occasion have to be placed in pawn as security for victory, but such decision should be made not by the Governor in Council but by Parliament, "thereby restoring to the representatives of the people the right to declare whether or not, for a period to be designated during the progress of war or an international catastrophe similar thereto, any rights shall be deprived except in consequence of the act of Parliament."

As pointed out above, Section 2 of the Bill states that in Canada there have always existed and shall continue to exist certain human rights and fundamental freedoms. They have existed in the main because the British heritage of political customs, usages, conventions and traditions have been carried over into the Canadian way of life. This British heritage of individual and political freedom received formal recognition as being part of the Canadian constitution by a declaration inserted in the preamble to the British North America Act proclaiming that the Dominion of Canada is to have "a constitution similar in principle to that of the United Kingdom".

Language and education were practical issues at the time when the provinces were united, and accordingly both subjects are dealt with in the B.N.A. Act. Section 93 of the Act preserves the rights and privileges of "denominational schools"; extends to the separate schools of "the Queen's Protestant and Roman Catholic Subjects" in Quebec the same powers, privileges and duties then conferred and imposed on the separate schools of "the Queen's Roman Catholic subjects" in Ontario; provides for an appeal to the Governor-General in Council from any act or decision of a provincial authority "affecting any Right or Privilege of the Protestant or Roman Catholic Minority of the Queen's subjects in relation to Education"; declares that in the event of any failure on the part of the provincial authority to observe or enforce the provincial laws contemplated by the section, the Parliament of Canada may provide for the execution of the provisions of the section or of any decision of the Governor-General in Council under this section.

Section 133 specifies that either the English or the French language may be used in debates in the federal Parliament and in the Quebec Legislature; that both these languages shall be used in the respective records and journals of those Houses; that either of those languages may be used by any person in the courts established under the Act, and in any of the courts in Quebec.

The Prime Minister's Bill seems to imply on the part of the Parliament of Canada the renunciation of the principle of the sovereignty of the Parliament of Canada insofar as the curtailing of human rights is concerned except regarding the security measures enacted under the War Measures Act.

The proposed Bill is not conceived as an amendment to the B.N.A. Act but as a statute of the Parliament of Canada. It is limited in scope, being restricted to the rights strictly within the jurisdiction of Parliament whatever that jurisdiction may be. It does not infringe on the jurisdiction granted by the B.N.A. Act to the provincial legislatures.

Although the limits of the jurisdiction of Parliament in the field of human rights may not as yet have been clearly defined by court decisions, the field is at any rate fairly wide, since Section 91 of the B.N.A. Act granted to the Parliament of Canada the power "to make laws for the Peace, Order and Good Government of Canada in relation to all matters not coming within the classes of subjects by this Act assigned



exclusively to the legislatures of the province" and in particular, *inter alia*, "The Criminal Law except the constitution of courts of criminal jurisdiction, but including the procedure in criminal matters."

It is also clear, however, that because Section 92 of the B.N.A. Act grants exclusive powers to provincial legislatures in relation to "Property and Civil Rights in the Province," provincial legislatures may make laws in respect to some aspects of civil rights.

The question of what is involved in the term "property and civil rights" as being within provincial jurisdiction has been dealt with in a number of cases in the Supreme Court of Canada. Views have been expressed that this term does not include freedom of worship and freedom of speech and therefore these freedoms are within the jurisdictional powers of the Parliament of Canada. In this respect it is of interest to note the opinions regarding the matter expressed by judges of the Supreme Court of Canada in *Saumur v. City of Quebec and Attorney General of Quebec* (1953) 4 D.L.R. p. 641, the case involving the constitutionality of a by-law of the City of Quebec which prohibited distribution of printed matter on the streets of the City of Quebec without the written permission of the Chief of Police. The issues raised in the case were whether the disputed by-law was directed at regulation of streets or at interference with freedom of religion and freedom of speech; was the by-law administered as involving censorship; are the provinces competent to legislate in respect to freedom of religion and speech. The Court held by a majority that the by-law in question does not extend so as to prohibit the members of Jehovah's Witnesses from distributing in the streets of Quebec any of their religious literature without permission, but the by-law itself was held by a majority as *intra vires* of provincial jurisdiction.

On that occasion some judges expressed the views that freedom of worship and freedom of expression are within provincial authority, within "property and civil rights," under Section 92 (13) of the B.N.A. Act. This view was shared by Chief Justice Rinfret, Mr. Justice Taschereau and Mr. Justice Kerwin.

Chief Justice Rinfret (with Mr. Justice Taschereau concurring) held that freedom of worship is a civil right within the terms of Section 92 (13) of the B.N.A. Act and consequently a provincial domain. As to the question whether there are any limitations on the provincial powers to legislate on freedom of worship and expression, he was of the opinion that in the absence of a

Bill of Rights, the supreme authority of the provinces to legislate and if necessary to restrict these freedoms could not be questioned. Mr. Justice Kerwin expressed the opinion that the right to practice one's religion, as well as the freedom of the press, are civil rights within provincial jurisdiction.

An opposite stand was taken by Mr. Justice Rand, Mr. Justice Kellock, Mr. Justice Estey and Mr. Justice Locke, who were of the opinion that freedom of worship and freedom of expression are within federal jurisdiction.

In this respect Mr. Justice Rand was of the opinion that from 1760 onwards, religious freedom has been recognized as a fundamental principle in the Canadian legal system, and the statutory history of the expression "property and civil rights" exhibited in enactments which also made special provisions relative to religion shows that matters of religious belief were never intended to be within Section 92 (13) of the B.N.A. Act; nor can legislation in relation to religious profession be considered a matter of a local or private nature within Section 92 (16) since its dimensions are nation-wide. His conviction that freedom of religion is outside provincial legislative power (although it may be affected by competent provincial legislation) was fortified by Section 93 of the B.N.A. Act, which deals with the rights and privileges of denominational schools and apparently contains the only reference in the Act to religion. If freedom of religion was a provincial concern, then, Mr. Justice Rand added, "these vital constitutional provisions could be written off by the simple expedient of abolishing, as a civil right, and by provincial legislation, the religious freedoms of minorities, and so, in legal contemplation, the minorities themselves".

Also he was of the opinion that freedom of speech, as a basic condition of parliamentary government, is beyond provincial powers of regulation.

In Mr. Justice Kellock's opinion, the legislative history from 1774 on indicates that the phrase "property and civil rights" did not encompass religious profession and exercise, which were dealt with in the pre-Confederation statute of 1851, An Act respecting Rectories. He asserted that the right to the exercise of religion is not a "civil right" and even if it is, it is not a civil right "within the province"; and this conclusion is fortified by Section 93 of the B.N.A. Act.

Mr. Justice Estey stated that free exercise and enjoyment of religious profession and worship is a matter within the legislative

power of the Dominion for "the Peace, Order and good Government of Canada" (Section 91) and does not come within Section 92 (13).

In Mr. Justice Locke's opinion the protection of the right of religious worship as of the right to free public discussion is within federal legislative power and such matters are not civil rights within provincial competence.

Mr. Justice Cartwright and Mr. Justice Fauteux differed somewhat from either of the opinions expressed above. They held that there are no rights of a citizen of Canada which are beyond the reach of either Parliament or a provincial legislature. Freedom of the press is not a separate matter committed exclusively to either Parliament or to provincial legislatures. It may in some aspects fall within federal authority (as, for example, in relation to criminal law) and in others within provincial authority. While it may well be that religion as such is a matter within exclusive federal competence (although it was unnecessary to decide this in the case before them), nonetheless a province, legislating within its appointed sphere, may affect religious practices.

The provinces have availed themselves of the legislative powers granted under the property and civil rights clause to enact legislation aimed at the protection of some of the basic rights and providing remedies for an individual whose rights are infringed. The Saskatchewan Bill of Rights asserts the right to freedom of conscience (including freedom of worship); the right to free expression through all means of communications; the right of association; freedom from arbitrary imprisonment; and the right to free exercise of the franchise. It also asserts certain rights which are to be enjoyed without discrimination because of race, creed, religion, colour, or ethnic or national origin, namely, the right to own and occupy property, the right to membership in professional associations and occupational organizations, and the right to education. It is an offence punishable by a fine to deprive anyone of these rights or abridge or otherwise restrict them. Any person may lay an information alleging on behalf of himself or a class of persons that any of these rights has been infringed. The Court of Queen's

Bench may also issue an injunction restraining the person responsible for such infringement.

The provinces of Ontario and Quebec both have on their statute books laws expressing the right to freedom of worship in terms which originated in An Act respecting Rectories, the legislation referred to above, which was enacted in the period before Confederation when the two provinces were united. They are the Freedom of Worship Act in Quebec, (R.S.Q., 1941, c. 307) and An Act respecting Rectories in Ontario (R.S.O. 1897, c. 306, which does not appear in the more recent revised statutes but has not been repealed).

Some other statutes dealing with basic rights have been enacted in a number of provinces. There are statutes in all provinces protecting an employee's right to freedom of association in respect to membership in a trade union (Labour Relations Acts). Equal opportunity in respect to employment without discrimination based on race, religion, colour or national origin has been the subject of legislation in six provinces (Fair Employment Practices Acts); and the right of accommodation without discrimination in places to which the public has access has been set out in legislation in Ontario and Saskatchewan (Fair Accommodation Practices Acts).

It is clear from what the provinces have already undertaken in the way of positive legislation to ensure respect for basic rights and redress for persons whose rights are infringed that they have a broad field of responsibility. It may be that the proposed federal Bill may commend itself to provincial governments as a practical kind of measure which each province might also adopt. Such a Bill of Rights would ensure that the legislative body, in carrying out its task of legislating in the broad interests of the electorate, will at the same time scrutinize each legislative proposal from the standpoint of respect for basic human rights and fundamental freedoms; and that in interpreting the laws by the legislative body, the courts would examine them in the light of the statement that they "shall be so construed and applied as not to abrogate, abridge or infringe" the rights and freedoms set out in the Bill of Rights.

## ILO Survey Seen Promoting Respect for Human Rights

The ILO's world-wide freedom-of-association survey "may open a new stage in international efforts to promote respect for human rights and fundamental freedoms," ILO Director-General David A. Morse told the United Nations Economic and Social Council at its 26th session.

The factual survey, which is to include on-the-spot studies in ILO member countries, will get underway next year, he said, recalling that the governments of the United States and USSR have asked that survey missions be sent to their countries (L.G., Aug., p. 869).

# Canadian Legislation and Measures Prohibiting Discrimination in Employment\*

The Canada Fair Employment Practices Act, which came into effect on July 1, 1953, is designed to prevent and eliminate practices of discrimination against persons in regard to employment and in regard to membership in a trade union because of race, national origin, colour or religion.

Parliament, in passing the Act, was translating into law a basic principle of human rights.

As a member of various international organizations, Canada in recent years has subscribed to general declarations of the basic rights and liberties of the individual. For instance, this country accepted the United Nations Charter and declaration of human rights, and the declaration of aims of the International Labour Organization.

Among these declarations of rights was one which this legislation is designed to protect—the right of equality of opportunity in employment. It is recognized that legislation, by itself, cannot entirely change the attitudes of mind which are at the root of discrimination. The discussions that took place while the Act was before Parliament emphasized the need for continued public and private educational efforts to do away with prejudice and ignorance.

Like other federal legislation in the labour field, the Act applies only to works and businesses within federal jurisdiction, but the hope was expressed in Parliament that the legislation would have a far-reaching and healthy influence all across the country.

While the Act lays down penalties for positive acts of discrimination, it is expected that most of the cases that arise will be settled by conciliation, without any need for recourse to the courts. Experience with similar legislation in other places has shown that the existence of the legislation alone is sufficient in many cases to prevent discrimination. Then, too, it is likely that many cases of discrimination will be found to have been caused by misunderstanding or thoughtlessness on the part of one or both

of the parties, and that in such cases complaints will be ironed out without difficulty.

None of the provisions of the Act are to be interpreted as requiring anyone to employ a person, or to take any other action, contrary to government security regulations.

The Act states that no employer shall refuse to employ, or continue to employ or otherwise discriminate against, any person in regard to employment, or any term or condition of employment, because of his race, national origin, colour or religion. Further, an employer is not to use any employment agency which practices discrimination against persons seeking employment.

Employers are not to make written or oral inquiries or to use application forms relating to employment that express directly or indirectly any limitation, specification or preference based on race, national origin, colour or religion, except where based on a *bona fide* occupational qualification. There are similar provisions against discriminatory advertising.

The Act also forbids discriminatory actions by labour unions. No labour union may exclude anyone from full membership, or expel, suspend or otherwise discriminate against, any of its members, or discriminate against any one in regard to his employment, because of race, colour, national origin or religion.

The Act applies to employers in essentially the same industries and undertakings as does the Industrial Relations and Disputes Investigation Act. These are the undertakings which are within the legislative jurisdiction of the Parliament of Canada. It applies also to trade unions, to the extent that their operations fall within federal jurisdiction. The Act does not apply to employers of fewer than five employees, and it excludes non-profit educational, fraternal, charitable, religious and social organizations.

The works and undertakings to which the Act applies include those in navigation and shipping, railways, canals, telegraphs, aerodromes, airlines, radio and television broadcasting, banks and federal crown corporations, as well as to works or undertakings that have been declared to be for the general advantage of Canada, or are outside the exclusive jurisdiction of the provincial legislatures.

A person who feels that he has been discriminated against may make a complaint,

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\* Article 2 of the Universal Declaration of Human Rights states, "Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status"; and Article 23 (1) states, "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment".



## Case No. 1

On September 16, 1953, two months after the Act came into force, the first complaint was made under the legislation. The case concerned a Negro stenographer who complained against a firm within the scope of the Act. The person in question charged that she was refused employment on racial grounds. She stated that she had answered an advertisement by telephone and was asked to come to the office of the firm for an interview. When she did, she was informed that the position was filled. No further explanation was given.

Within a short period of time the complainant telephoned the company and spoke with the person who had informed her that the vacancy had been filled. He indicated that the job was still open.

A Department of Labour Conciliator was appointed to investigate the case and he interviewed both the complainant and the officers of the company concerned. It was noted that the complainant was very fair in the discussion of her complaint before the Conciliator and devoid of any bitterness. When the company officials were interviewed they promptly admitted that an error had been made, they fully realized their liability in the situation and were most anxious to make an adjustment. The company to show its good faith, sent an application form to the complainant who, in reply, stated that she had since taken another position. However, the Department was informed by both the complainant and the organization which supported her complaint that they were satisfied that the filing of her complaint here had brought discrimination to light, that suitable amends had been offered and that the practical worth and workability of the legislation had been demonstrated. No further complaints have been received involving this particular company and it is known that the company has in its employment many persons of different colours, races and creeds.

in writing, to the Director of Industrial Relations, Department of Labour, Ottawa. An officer of the Department may then be directed to make an immediate inquiry into the complaint and try to bring about a satisfactory settlement by conciliation. It is hoped that most complaints will be settled at this stage.

If the officer is not able to bring about a settlement, the Minister of Labour is empowered by the Act to set up an Industrial Inquiry Commission to investigate the complaint and to make recommendations to the Minister as to how it can best be settled. When he receives the final report of the Commission, he will furnish a copy to each of the persons affected, and he may make the report public if he thinks it advisable.

The Minister is empowered to issue any order he considers necessary to carry a recommendation of the Commission into effect and such orders are final and binding on the parties. The Act provides penalties for any person or organization convicted of refusing or neglecting to do anything required by the Act.

The Act provides for recovery of loss of wages suffered by a person who has been discriminated against. When an employer has been convicted of discrimination—that is, when he has discharged an employee contrary to the Act, or has transferred him or laid him off—the court may order the employer to pay the employee compensation for his loss of wages up to the time of the employer's conviction. The court is also empowered to order the reinstatement of the employee in the position he would have held if the act of discrimination had not taken place.

Persons who lay complaints under the Act are protected against retaliatory action. The Act states that no employer or trade union shall discharge or expel any person, or discriminate against him in any way, because he has made a complaint under the Act. There is a similar protection for persons who give evidence or assist in any way in the initiation or prosecution of a complaint.

Before the Act came into force, it was believed that in industry within federal jurisdiction there was a large number of application for employment forms in use which contained questions contrary to the provisions of the Act. It was realized that the existence of these application forms would constitute a major source of complaints. An examination was made by Department of Labour officials of application forms in use in federal jurisdiction and a memorandum was prepared for the guidance of employers, advising them of questions in application forms that would likely be considered discriminatory. The memorandum was forwarded to all employers in the federal field and the Department was most encouraged by the fact that a large number of employers expressed appreciation of the memorandum

and stated that they had amended their application forms accordingly. It was obvious from their reaction that at least one problem of discrimination in employment had been lessened.

The Department of Labour decided as a matter of policy from the very beginning of the Act that its conciliation and enforcement provisions must be supplemented by a program of educational publicity. It was felt that such a program would have a beneficial effect on the attitudes of mind that give rise to acts of discrimination, and that education would also tend to reduce the number of complaints and the problem of enforcement.

In the first year of the operation of the Act the Department sponsored a series of radio talks by prominent Canadians on the subject of discrimination (L.G., Sept. 1954, p. 1265; Oct. 1954, p. 1427; March 1955, p. 285). The response to these broadcasts, which were carried over 107 radio stations, was so favourable that the talks were published in pamphlet form and were later published together in a booklet entitled *Do unto Others...*; about 30,000 of the individual talks and booklets have been distributed.

In the first year of the Act the Department also printed a pamphlet entitled *No Discrimination in Employment*, the purpose of which was to explain the main provisions of the Act. Again in the first year of the Act, the Department printed posters that explained briefly the purposes of the Act. These posters were given wide distribution.

The Department has also had a policy of broadcasting radio plays on the subject of anti-discrimination in employment. Several of these radio plays have been broadcast every year and the Department will continue to present each year at least two radio plays of this nature. The Department also sponsored a series of radio talks by prominent Canadians representative of Government, church, employers, trade unions, and other groups interested in human rights. These talks are to be published shortly in booklet form. Tape recordings of all the radio plays are available on loan as well as the scripts of the plays.

Each year the Department has placed advertisements outlining the provisions of the Act in 63 foreign language newspapers as well as in several trade union journals. The Department has also published a pamphlet entitled *Legislation for Fair Employment Practices in Action*, which presented summaries of five sample cases processed under the Act. (These summaries are reprinted in the boxes on these pages.)

## Case No. 2

This case history involved a person born in Denmark but living in Canada. He had had nine years' experience in his trade in Denmark and had served five years' apprenticeship in Canada. He applied to his trade union for a union card as a qualified mechanic. Although the local union had been instructed by the national officers of the union, because of representations made to them by the complainant, to issue the complainant a union card or to show valid reason for not doing so, no action was taken by the local. The person aggrieved submitted an official complaint to the Department that he had been discriminated against because of his national origin.

The complaint was processed by correspondence, and the national union officials, when they were notified of the complaint by the Department, immediately commenced a thorough investigation. The officials of the local union took the position that there was a question of the validity of the complainant's apprenticeship papers and also a question of his seniority. The accusation of discrimination was denied.

In this particular case, discrimination was not proved, although there was an indication that because the complainant was a new Canadian, a permanent union card was denied him. Proved or not proved, the result was that the complainant was issued a union card and became a full member of the union concerned.

About 30,000 of these pamphlets in English and French have been distributed and there is still a constant demand for them.

Another pamphlet entitled *Job Justice in Canada* concerns itself mainly with companies' personnel programs from the point of view of equal job opportunity regardless of race, religion, colour or national origin. The text of this pamphlet is reprinted on page 1226 of this issue.

The Department has purchased several prints of a film entitled "Commencement" which was produced for the President's Committee on Government Contracts in the United States. The Department also sponsors a film produced by the National Film Board entitled "Going to a Fire". This latter film concerns itself with racial tension in a farming community in Western Canada. A film entitled "High Wall," which is the story of the harmful effects of

### Case No. 3

This case started when a woman filed a complaint under the Act. She claimed that she had applied for employment in a certain company and that she was discriminated against because of her race.

The case was settled satisfactorily when the company agreed to issue instructions to its personnel stating that no discrimination would be allowed against its present employees on the grounds of race, religion, colour or national origin. The company also agreed to advertise job vacancies in newspapers published in Canada in the language of the country of origin of the complainant. The complainant indicated she was no longer interested in taking a position with the company.

This was considered to be a most satisfactory settlement because the company concerned, which is an important one, has made a radical change in its personnel policy as a result.

racial and religious prejudices, is also being sponsored. From time to time the Department advertises in newspapers and journals the availability of these films. The Department at the present time is studying scripts of a film which it hopes to produce in conjunction with the National Film Board and which will concern itself with discrimination in employment in Canada.

The Minister of Labour has on two occasions convened meetings of persons interested in fair employment practices legislation who are representative of employers, churches, trade unions, and voluntary agencies in the anti-discrimination field. As a result of these meetings a permanent consultative committee is being established.

Formal complaints under the Act since it went into effect in 1953 have been relatively few. The majority of the complaints allege discrimination in employment because of colour; there were several complaints alleging discrimination because of race or national origin and several complaints alleging that there were discriminatory questions in applications for employment forms. To date 29 formal complaints have been made under the Act; all have been settled except one still being investigated. All of the settlements were made at the conciliation stage and there has been no necessity to establish a special Commission. Although the number of cases has not been large, the long-term effects of some of them

are quite significant. In some areas, where discrimination in employment had given rise to difficult problems, precedents have been established and new employment patterns have been started. There are still difficult areas but in most of them important advances have been made to combat discrimination.

There are two other federal anti-discrimination measures. One of these, a provision in the Unemployment Insurance Act, provides that it is the duty of the Unemployment Insurance Commission to ensure that there is no discrimination by the National Employment Service in referring workers to jobs. The prohibition of discrimination by Unemployment Insurance Commission officers in the referral of workers to employment has always been a matter of instruction to local officers and this policy was given statutory authority under Section 22 (2) (b) of the Unemployment Insurance Act.

The other measure is an Order in Council which requires that a provision be inserted in all federal government construction and supplies contracts, prohibiting discrimination in employment by the contractor.

The passing of legislation by the federal Government and several of the provincial Governments has strengthened the Commission's efforts to combat discrimination. Local National Employment Service officers are required to draw to the attention of the employer any condition or specification in application for employment forms that appear discriminatory. Placement officers may not take any action on the order or application form until the specification in

### Case No. 4

The complaint which started this case was made by a man who claimed that the company had refused to hire him as a cook because of his race. The complainant also stated that the application form which was being used by the company contained a question on nationality which was contrary to the provisions of the Canada Fair Employment Practices Act. After the Department of Labour had investigated the case the company agreed to employ the complainant in another position and said that they would employ him as a cook if he still wanted that job during the next season. The complainant consented to a settlement of the case on this basis.



question has been removed or until a decision concerning it has been given by competent authorities. In the case of employment covered by provincial legislation, cases requiring decision are submitted to the proper provincial authority. Cases subject to federal legislation are submitted to the federal Department of Labour. Where employment is not covered by any existing legislation, decision is given by the head office of the Unemployment Insurance Commission.

In the last two years, three complaints were investigated and in no cases were Commission officers found to be at fault. This is particularly significant inasmuch as the Commission offices made almost three million referrals to employment in this period.

The Staff Training Division of the Unemployment Insurance Commission has a training program in the anti-discrimination field. The training program, which is applicable to all National Employment Service officers and staff, includes a study of the discrimination clause in the Unemployment Insurance Act and a study of the UIC manual. Part of the program includes a study of limitations and specifications in employment application forms and what constitutes a *bona fide* occupational qualification. The program also includes a study of Order in Council P.C. 4138, which prohibits discrimination in the hiring and employment of labour for Government contracts. The Canada Fair Employment Practices Act is also studied and is discussed paragraph by paragraph on a question and answer basis. A study of provincial legislation concerning discrimination, as it applies to a particular region, is part of the program. The federal Department of Labour's Memorandum for the Guidance of Employers on the status of certain employment inquiries under the Canada Fair Employment Practices Act is a subject of study by the officers and staff of the National Employment Service and there are also round-table discussions concerning anti-discrimination in general.

In the City of Montreal there is established machinery for the National Employment Service officers to meet with employers and trade union groups, when, among other things, the question of discrimination is discussed.

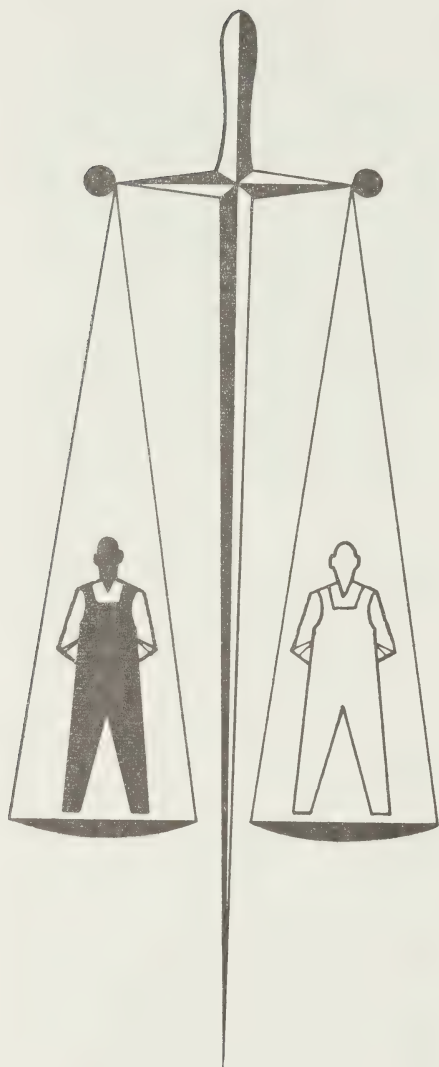
## Case No. 5

This case began when a Negro, already employed by his company, claimed that he was denied a promotion to a higher position because of his colour. The Department of Labour investigated and the case was settled when the company agreed in writing that the complainant would receive the next promotion to the same class of position as the one involved in the original complaint. Later on, the complainant was promoted, thus becoming the first Negro to be employed by the company in that position. The settlement of this case was considered a most important one because it is believed to have broken down an employment barrier about which the Negroes of Canada were much concerned.

Since the inception of the Canada Fair Employment Practices Act and other federal anti-discrimination legislation, the Minister of Labour has been given every co-operation by the various employers, trade union and voluntary agencies interested in the prohibition of discrimination.

In the last ten years, six provinces, Ontario, Manitoba, Saskatchewan, British Columbia, Nova Scotia and New Brunswick) have enacted laws outlawing discrimination in employment. Two provinces (Ontario and Saskatchewan) have laws outlawing discrimination in public accommodation and two provinces (Ontario and Manitoba) have laws making restrictive real estate covenants illegal.

The question of methods to combat anti-discrimination in employment has also been dealt with at the international level and Canada has played a very significant role in the development of an international Convention and Recommendation on the subject. (The text of the ILO Convention concerning discrimination in respect of employment and occupation may be found at page 874 of the August *Labour Gazette* and the text of the Recommendation at page 876.) The Convention is confined to basic principles which command a wide measure of public support and legal sanction. The Recommendation suggests methods of translating and implementing these basic principles into public policy.



## Job Justice in Canada

(Text of a Department of Labour folder for distribution to Management)

Some business organizations have an employment policy that is formulated only along very general lines by top management and which does not deal specifically with the subject of discrimination in employment. A failure to include a clear-cut and positive statement and direction on the subject of discrimination in employment on account of creed, colour, race or national origin may have unfortunate and unforeseen consequences.

It may result in a mistaken or lukewarm application of the principle of non-discrimination into the hiring practices of the company by those responsible for the application of the policy.

It leaves the way open for any personnel supervisor who may have prejudices in this field of discrimination to translate his prejudices either consciously or otherwise into his interpretation and application of company policy. In these circumstances, the higher company officers may be unaware that their employment policy, as applied, discriminates against Canadians and persons born outside of Canada because of their creed, colour, race or national origin. Some personnel supervisors, if prejudiced themselves, translate their prejudices into company policy, and believe that because the statement of employment policy does not cover discrimination, they have a free hand.

Whether employment policy deals with fair employment or not makes no difference to the person on the receiving end of discrimination—he is denied employment. He, and others of his race, creed or colour, soon learn that so far as they are concerned the employment door is closed. Discrimination brings moral and economic loss, not only to them but to the employers refusing them employment.

Apart from a consideration of moral principles, a fair employment policy is also good business all round. The best man for the job means better service or more production and their resulting benefits. Employment of a person in a minority group very frequently means income where it is most needed and will be most used—meaning more sales. It should not be forgotten also that persons of all races, creeds and colours are consumers of the services and products of industry and will be inclined to buy where fair employment practices prevail.

Management should have a positive employment policy against employment discrimination, one that provides that merit should be the governing principle in employee selection. Such a policy to be successful must be initiated and supported by top management.

Now, the establishment of a policy in positive terms stating that merit will be the governing factor, regardless of race, religion, colour or national origin, has caused some employers to worry over the reaction which might be expected from employees, from trade unions, from customers, and from the public generally. These fears are usually unfounded. Customers appreciate good service no matter what the source, trade unions have been

leaders in the movement towards equality of opportunity in employment, and employees rarely refuse to work with members of minority groups. As a matter of fact, one of the strongest arguments for the merit policy in employment is that it establishes management as fair-minded in the eyes of the employees. It serves as a guarantee that promotions and other benefits will flow from merit alone.

Any public reaction against the employment of persons belonging to minority groups need not be feared when it is realized that the noisy and bigoted are themselves in the vast minority—nearly everyone wants to be fair. Certainly, no employer, trade union official or community leader should hesitate in choosing between trying to please a bigoted minority or a fair-minded majority of Canadians. Employers who have converted to fair employment testify that the policy does work to advantage. Where the employment door has opened, it has stayed open to the benefit of all concerned.

The federal Government and several of the provinces have legislation governing fair employment practices. The Canada Fair Employment Practices Act, which is the federal Act, applies to employers in works or undertakings under Federal jurisdiction and to trade unions representing persons employed in those undertakings.

The Act has been in effect since 1953 and prohibits discrimination in employment based on race, colour, religion or national origin.

The following questions may help to assess your employment policy. To the extent that the answers are "No", the employment policy is in need of review.

Yes      No

1. Have you a clear-cut policy of fair employment in hiring as well as in promotions?.....
2. Do you refuse to use discriminatory specifications in employment advertising or job orders with employment agencies? .....
3. Has your fair employment policy been put into writing?.....
4. Is your fair employment policy included in your personnel orientation manual?.....
5. Do you explain your fair employment policy to job applicants? .....
6. Is on-the-job training open to all employees regardless of race, religion, colour or national origin? .....
7. Do you allow persons in minority groups to be employed in all sections of your business rather than restricting them to certain jobs or sections? .....
8. Have you made your fair employment policies clear to the unions that represent your employees? .....

# Equal Pay Legislation in Canada

Equal pay laws are of comparatively recent date in Canada, as in other countries. Their existence, however, is a significant indication that the economic as well as the political rights of women are being accepted by society. At present slightly more than 67 per cent of the women in the Canadian labour force are covered by equal pay laws.

In the early days of the century, woman's struggle for her identity as an individual was concentrated on obtaining political rights equal to those of men. The right to vote and the right to hold public office—these were the objectives of the women's movements and organizations, and the fight to achieve these goals left few persons unmoved.

The Universal Declaration of Human Rights, proclaimed in December 1948 goes further and recognizes the economic and social, as well as the political, rights of all

"persons". "Everyone has the right," it affirms in Article 6, "to recognition everywhere as a person before the law". In Canada, the recognition of women as "persons" was first made explicit in 1929 when, during a controversy regarding the appointment of women to the Senate, the Privy Council ruled that under the British North America Act, women have the status of "persons" and are therefore eligible to sit in the Senate.

The value of women's contribution to the labour force was recognized more slowly, to a large extent because women's work outside the home has traditionally been considered of less worth than men's. At the beginning of the Industrial Revolution women were drawn into the labour force in large numbers because of economic necessity and their work was largely unskilled. Not only the employers but the women



themselves took it for granted that they were worth less than men, and accepted without serious complaint lower wages than those paid to men doing the same work. A few sporadic attempts to rectify this injustice were made from time to time but no serious thought was given to the matter until almost the middle of this century.

### Change after Second World War

The fundamental change in attitude came during the Second World War. As manpower shortages became acute women began to replace men in jobs that had been considered exclusively men's. In performing these jobs, women proved that they could work as competently and conscientiously as men and it soon became evident that in most jobs, the sex of the worker did not affect the performance of the work. Nevertheless, in most instances, women continued to be paid lower wages than men doing the same jobs. This practice, quite apart from the moral and social injustice it entailed, was soon acknowledged as a threat to the economic status of men. For as long as women could be hired at lower rates than men for the same work, the tendency would be for the whole wage structure to be depressed, and for employers to replace men by women.

After the war, pressure for the adoption of equal pay legislation began to gather strength. Women's organizations and organized labour drew public attention to the economic as well as the moral injustice of current practice. A number of women's organizations, notably the National Council of Women and the Federation of Business and Professional Women's Clubs, pressed for the enactment of equal pay legislation.

In 1950 campaigns for equal pay gained renewed impetus with the adoption by the International Labour Organization of a Convention on Equal Remuneration for Work of Equal Value (No. 100). International recognition of the principle had also been proclaimed with the adoption of the Universal Declaration of Human Rights, which included among economic rights, "the right of everyone without any discrimination to equal pay for equal work" (Art. 23).

### Equal Pay Laws in Canada

Ontario was the first province to enact equal pay legislation when it passed the Female Employees Fair Remuneration Act in 1951 (effective January 1, 1952). Saskatchewan and British Columbia followed with the enactment of equal pay acts effective January 1, 1953 and December 31, 1953 respectively. In 1956, the federal government passed the Female Employees Equal

Pay Act, effective October 1 of that year, and Manitoba also enacted an equal pay act, effective July 1, 1956. Equal pay acts were adopted by Nova Scotia, effective January 1, 1957 and by Alberta, effective July 1, 1957.

Although there is some variation in the seven acts now in force, the purpose of the legislation is the same—to ensure that a woman who is doing the same job as a man is paid at the same wage rate.

Coverage is very wide. Except in Alberta, where employers of domestic servants and of farm labourers are excluded, the provincial acts cover all employers. In Manitoba and Saskatchewan the provincial governments are also considered as employers under the acts. The federal Act covers only workers in the employ of the federal Government and those who work in a number of specific industries and enterprises whose activities are for the most part interprovincial or nation-wide in scope. The women affected are largely in banks, telephone operations, telegraphy, broadcasting, air and water transport, the railroads or in federal Crown Companies. Classified civil servants are excluded, since they already fall under the jurisdiction of the Civil Service Commission, which sets rates of pay according to classifications based on job content, irrespective of whether the work is to be done by men or by women.

Both the federal Act and the Alberta Act prohibit an employer from paying a female employee at a rate of pay less than the rate paid to the male employee "for identical or substantially identical work". The Ontario, British Columbia and Nova Scotia Acts contain a similar prohibition but refer to "the same work done in the same establishment"; the Saskatchewan Act refers to "work of comparable character done in the same establishment". The Manitoba Act differs from the others in that it forbids discrimination against either sex in the payment of wage rates. Under that Act, an employer is forbidden to pay to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment, "if the work required of, and done by, employees of each sex is identical or substantially identical".

Under all the Acts, the woman discriminated against must herself register a complaint in writing with the Minister of Labour or an official designated to receive complaints. The method of securing compliance is also similar in all the legislation and involves investigation and conciliation procedures. Upon receipt of a complaint, an officer (conciliation officer, fair wages officer

or inspector) is appointed to investigate the complaint and to try to effect a settlement. If this is unsuccessful, the matter is referred to a referee (federal Act, Manitoba), a Board (Saskatchewan, Alberta, British Columbia) or a Commission (Ontario, Nova Scotia). These persons or bodies have full powers to make an enquiry, including the holding of hearings, examination of witnesses, etc., and to recommend to the Minister of Labour the course that ought to be taken. The recommendations of the Board, Commission or referee, as the case may be, may be put into effect by an order of the Minister of Labour, except under the federal Act and the Alberta Act, where the referee or investigating board may take action directly. Non-compliance with the orders is considered a contravention of the legislation.

Penalties for non-compliance are in the form of fines, which vary slightly from one province to another. The maximum fine for an individual is \$100 and for a corporation \$500. Under the federal, Manitoba and Alberta Acts, the employer may also be required to make up back pay.

Under the federal, Nova Scotia, Manitoba and Alberta Acts, employers are prohibited from dismissing, or otherwise discriminating against, employees registering a complaint or giving evidence.

Court action may be brought against an employer under the federal Act and in Nova Scotia, Manitoba and Alberta, but he may not be penalized twice for the same offence.

### Implementation

Complete implementation of the equal pay principle cannot, of course, depend solely on the enactment of laws. The interpretation of the laws is also of great importance and here many factors enter the picture. The traditional attitudes towards women's work are slow in changing and the close interdependence between women's social, political and economic roles is just beginning to be appreciated.

Nevertheless, the enactment of equal pay legislation in Canada has served a number of useful purposes. It has publicly condemned the practice of paying a woman a smaller wage than a man doing the same work and set a standard that employers are required to meet. What is perhaps even more important, it has acknowledged women's contribution to the economic life of the country. In practical terms it has brought about equitable adjustment of women's wages and salaries in a number of situations. Moreover, in the long run it may be anticipated that such laws wisely administered will make a substantial contribution to the raising of women's wages in general.

## Freedom of Association and Right to Organize in Canada\*

*In accordance with the constitution of the International Labour Organization, the Government of Canada submits to the ILO periodic reports on the position of national law and practice in regard to matters dealt with in certain ILO Conventions.*

*Convention No. 87, adopted by the 31st session of the International Labour Conference in 1948, is titled, Freedom of Association and Protection of the Right to Organize Convention, 1948. The following are extracts from the most recent report on this Convention, which was prepared by the Department of Labour.*

With regard to the federal field of jurisdiction, the Government of Canada states that the provisions of the Articles of Part I and Part II of the Convention, with the

exception of Article 1 which relates to ratification, are implemented by common law and by legislation. At common law there is no legal restriction on the individual's right to associate with others for any lawful object.

Workers and employers in Canada, without distinction whatsoever, are entitled, in so far as federal legislation and practice are concerned, to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

The Industrial Relations and Disputes Investigation Act provides in Section 3: (1) that every employee has the right to be a member of a trade union and to participate in the activities thereof, and (2) every employer has the right to be a member of an employers' organization and to participate in the activities thereof.

\* Article 23 (4) of the Universal Declaration of Human Rights states: "Everyone has the right to form and to join trade unions for the protection of his interests."

Persons who do not come within the scope of the definition of an employee in the Industrial Relations and Disputes Investigation Act (i.e., managers, superintendents or any other person who in the opinion of the Canada Labour Relations Board exercises management functions or is employed in a confidential capacity in matters relating to labour relations; and members of the medical, dental, architectural, engineering or legal professions who are qualified to practice under the laws of a province and are employed in that capacity) are not restricted in their freedom to establish and to join organizations of their own choosing, and, in fact, do exercise that freedom.

There are no substantive or formal conditions that must be fulfilled by workers' and employers' organizations when they are being established. The federal Trade Unions Act, which makes provision for the *voluntary* registration of trade unions, sets out that certain matters must be covered in the rules of trade unions registered under the Act. These matters include provisions relating to the investment funds; an annual or periodic audit of accounts, the appointment and removal of a general committee of management, and of a trustee or trustees, and a treasurer; and other provisions for the protection of union members from the misuse of funds or other harm. As indicated above, registration under this Act is permissive, and its provisions do not infringe upon those of the Convention.

Workers' and employers' organizations are entitled to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities, and to formulate their programs free from any restrictions. The public authorities do not interfere with this right or impede the lawful exercise thereof.

Employers' and workers' organizations are not liable to dissolution or suspension by administrative authority in so far as legislation and practice are concerned in the federal field of jurisdiction.

Workers' and employers' organizations have the right to establish federations and confederations and to join international workers' and employers' organizations. With regard to workers' organizations, this right is generally enjoyed by virtue of the existing system of international trade unions which are a feature of industrial organization in Canada. There are also numerous instances of Canadian workers' and employers' organizations' belonging to international federations and confederations.

With such practical effect being given by the organizations themselves to the provisions of the Convention (in this regard), no special legislative measures are considered necessary.

Federations and confederations of workers' and employers' organizations are entitled, in so far as federal law and practice are concerned, to the same rights as the trade unions and employers' associations of which they are composed with regard to their establishment, their operations and their dissolution. The provisions of (the Convention) in regard thereto are complied with fully.

The acquisition of legal personality is wholly optional for workers' and employers' organizations, and such acquisition, where sought, is not made subject to conditions that restrict the rights described in..... the Convention.

There are statutory provisions to ensure public order and safety but these do not impair the guarantees provided for in the Convention. In the Criminal Code an unlawful assembly is defined as an assembly of three or more persons who, with intent to carry out any common purpose, assemble in such a manner or so conduct themselves when they are assembled as to cause persons in the neighbourhood of the assembly to fear, on reasonable grounds, that they (a) will disturb the peace tumultuously, or (b) will by that assembly needlessly and without reasonable cause provoke other persons to disturb the peace tumultuously. The said Code also defines a riot as an unlawful assembly that has begun to disturb the peace tumultuously. Being a member of an unlawful assembly and taking part in a riot are punishable offences.....

Federal civil servants have freedom to organize, but do not have compulsory collective bargaining rights as provided by the Industrial Relations and Disputes Investigation Act.

All necessary and appropriate measures are considered to have been taken to ensure that workers and employers may freely exercise the right to organize. Employers are prohibited from interfering or participating in the formation or administration of trade unions, from contributing to their support, and from discrimination in regard to employment against any person on account of union membership and activities. Employers and all other persons are prohibited from using coercion or intimidation to compel any person to become or refrain from becoming or to cause to be a member of a trade union (although collective agreements providing for the closed or union



shop or preferential hiring are valid). Protective provisions have been inserted in the Criminal Code to ensure that trade unions are not conspiracies in restraint of trade, and that no person shall be convicted of the offence of conspiracy by reason only that he refuses to work with a workman or for an employer, or does any act for the purpose of a trade combination unless such act is an offence expressly punishable by law. In the latter connection, a trade combination is defined as any combination between masters or workmen or other persons for the purpose of regulating or altering the relations between masters and workmen, or the conduct of a master or workman in or in respect of his business, employment or contract of employment or service.

There is also a "saving clause" in the Criminal Code protecting "combinations of workmen or employees" acting for their own reasonable protection as workmen or employees from being charged with conspiracy to limit commercial facilities, to restrain commerce, to lessen production and to prevent or lessen competition.

Similar "saving clauses" have been inserted in the Criminal Code to protect trade unions in respect of criminal breach of contract (such as preventing the running of trains and depriving cities of light, power, gas or water), and committing mischief (such as obstruction or interference with the lawful use and operation of property).

It is lawful in all the provinces of Canada for workers and employers to establish and to join organizations of their own choosing without previous authorization.

In four of the ten provinces, namely, Manitoba, New Brunswick, Newfoundland and Nova Scotia, the labour relations legislation contains a clause identical with the one in the federal statute which states that every employee has the right to be a member of a trade union and to participate in the activities thereof. Three other provinces, British Columbia, Ontario and Quebec, have similar clauses, differing only in that they refer to participation in the lawful activities of trade unions. The Alberta statute states that it shall be lawful for employees to bargain collectively and to conduct such bargaining through a bargaining agent; elsewhere in the Alberta statute bargaining agent is defined as meaning a trade union. In Saskatchewan, The Trade Union Act states that employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing. The Trade Union Act of Prince Edward Island states that it shall be lawful for employees to form themselves into a

trade union, and to join the same when formed, a trade union being defined as "any lawful association, union or organization of employees..... which is formed for the purpose of advancing in a lawful manner the interest of such employees in respect of their employment".

All the provinces except Alberta, Prince Edward Island and Saskatchewan provide in their legislation that every employer has the right to be a member of an employers' organization and to participate in the activities thereof. The Trade Union Act of Prince Edward Island does not mention employers' organizations. The Alberta Act defines an employers' organization as meaning an organization of employers formed for the purpose of regulating relations between employers and employees, but does not refer specifically to employers' freedom of association. The Trade Union Act of Saskatchewan presupposes the existence of employers' organizations by defining an employer's agent as including any person or association acting on behalf of an employer.

The coverage of the various provincial labour relations laws does not include managerial personnel or persons employed in a confidential capacity in matters relating to labour relations (the wording varies in certain provincial statutes; for example, the Saskatchewan Act excludes persons "regularly acting on behalf of management in a confidential capacity"). Such exclusion does not restrict the freedom of the persons involved to join organizations of their own choosing.

Professional persons are also excluded from the coverage of the labour relations laws of the various provinces except in Saskatchewan and Prince Edward Island. The laws of seven provinces make the same exclusions as the federal statute, namely, members of the medical, dental, architectural, engineering or legal professions qualified to practice under the laws of a province and employed in that capacity. In Quebec, the Labour Relations Act excludes any person covered by the Bar Act, Notarial Code, Medical Act, Study of Anatomy Act, Homeopaths' Act, Pharmacy Act, Dental Act, Veterinary Surgeons' Act, Civil Engineers' Act, Land Surveyors' Act, Architects' Act, Forest Engineers' Act, Optometrists' and Opticians' Act, and Dispensing Opticians' Act. In addition five provinces exclude domestic servants and farm labourers, and three provinces also exclude persons engaged in horticulture, hunting or trapping. With regard to all such excluded persons, the denial of the privilege of compulsory collective bargaining and the other rights established by the provincial labour relations acts

does not carry with it a denial of the right to join organizations of their own choosing. An example of this is that not a few persons of high managerial capacity retain union cards and maintain themselves nominally in good standing with trade unions long after they have attained a status that excludes them from the coverage of the labour relations legislation.

Association on the part of the classes of persons excluded from the various labour relations statutes is not infrequent in groups such as personnel managers' organizations, but is rather rare in the ordinary trade or industrial sense. However it might be noted, to cite one example, that organizations of professional engineers have been formed in Canada for the purpose of collective bargaining. Public service employees, while not denied freedom of association, are not covered by the provisions of the labour relations legislation of any of the provinces except Quebec and Saskatchewan.\* Civil servants and municipal employees, with certain exceptions such as police, do generally enjoy the right to establish and to join organizations of their own choosing without previous authorization, except in the province of Quebec. In practice, employees of provincial governments and of boards, commissions and crown agencies do exercise the right to establish and to join organizations of their own choosing. Although such organizations are not, except in Saskatchewan, recognized formally by the signing of collective agreements, the organizations do further and defend the interests of the workers. Moreover, a considerable number of such workers belong to craft unions with national or international affiliations.

In the province of Quebec, employees of "public services" are expressly stated to come within the application of the Labour Relations Act, subject to certain modifications. Public services are defined as "municipal and school corporations; public charitable institutions within the meaning of the Quebec Public Charities Act (Chap. 187); insane asylums; the following businesses: the transmission of messages by telephone or telegraph, transportation, railways, tramways or navigation, the production, transmission, distribution or sale of gas, water or electricity—excepting railways under the jurisdiction of the Parliament of Canada; and the services of the Government of the province, but only as regards the functionaries and workmen contemplated by the

Civil Service Act (Chap. 11) and subject to the provisions of the said Act." The modification of the Labour Relations Act having relevance to the provisions of Convention No. 87, as affecting public service employees, is that no person who is a constable employed by a municipal corporation of the province, or a member of the Quebec Provincial Police Force or of the Quebec Liquor Police, or other functionaries within the meaning of the Civil Service Act (Chap. 11), shall remain or become a member of an association which does not consist solely of persons in the same category or which is affiliated with another association or organization. This curtailment of the right of workers to join organizations of their own choosing is reinforced and supplemented in an "Act respecting Public Order", 1950, c. 37, which states in Section 2:

An association which admits to its ranks members of a municipal police force, or persons who are at the same time members of such police force and of a municipal department of firemen and which is not exclusively composed of employees of the same category and in the service of the same municipal corporation, or which is affiliated with another association, shall not be qualified to negotiate a collective agreement, nor to be a party thereto, nor to be recognized by the Labour Relations Board of the Province of Quebec as representing a group of employees.

A fairly consistent pattern seems to be in process of developing in Canada in relation to municipal employees and, in particular, police and firemen; but at the moment, there is a lack of uniformity in the application of the labour relations legislation of the various provinces to such employees and to school teachers. There is, of course, no problem concerning police in connection with Convention No. 87, in view of the provisions in Article 9 that the extent to which the guarantees of the Convention are applied to the armed forces and police shall be determined by national laws or regulations. However, the law and practice respecting police are summarized here as a matter of information, along with the law and practice respecting other municipal employees.

As indicated above, in the province of Quebec, municipal employees generally, including policemen, firemen and school teachers, come under the Labour Relations Act as modified by the Public Services Employees Disputes Act, R.S.Q. 1941, c. 169.

In Ontario, the Labour Relations Act specifically excludes from its application members of police forces, full-time firefighters, and teachers as defined in the Teaching Profession Act, R.S.O., 1950, c. 194. Any Ontario municipality may declare

\* The Interpretation Acts of Ontario, Prince Edward Island, Alberta and British Columbia contain provisions which have the effect of excluding public service employees from the application of labour relations legislation.

that the Labour Relations Act shall not apply to it in its relations with its employees or any of them. The Police Act of Ontario states that a member of a police force shall not remain or become a member of any trade union or of any organization that is affiliated directly or indirectly with a trade union (R.S.O., 1950, c. 279, s. 526). The same Act provides for collective bargaining and compulsory arbitration between police associations and the boards or councils of municipalities. The Fire Departments Act of Ontario also contains a procedure for collective bargaining and for final and binding arbitration, but does not prohibit membership in trade unions. It provides that where not less than 50 per cent of the full-time fire fighters belong to a trade union, any request for bargaining concerning remuneration, pensions or working conditions shall be made by the union (and otherwise, by a bargaining committee of employees upon the written request of a majority).

The Teaching Profession Act, 1944 of the province of Ontario applies to persons who are legally qualified to teach in certain schools and are under contract to teach in such schools. The Act declares that every teacher shall belong to the Ontario Teachers' Federation, among the objects of which is to promote and advance the interests of teachers and to secure conditions which will make possible the best professional service. Conceivably a teacher of, say, manual training might be a member of a carpenters' union by his own choice, but for purposes of representation in respect of his professional employment, he could be represented only by the Ontario Teachers' Federation.

In Alberta municipal employees come within the scope of the labour relations legislation, and the same situation exists as in Ontario with regard to the exclusion of police and full-time fire fighters, who are given the right of collective bargaining and compulsory arbitration by virtue of special Acts. Alberta policemen are forbidden to be members of trade unions, as in Ontario. However, Alberta teachers are covered by the labour relations code.

In New Brunswick the Labour Relations Act provides in Section 1(4) that the council of any municipality may by resolution declare the municipal corporation or any Board or Commission appointed by the Council to be an employer within the meaning of the Act with respect to any group of its employees designated in the resolution. Pursuant to this clause, the City of Fredericton, N.B., on January 13, 1953, passed a resolution declaring the

municipal corporation to be an employer within the meaning of the Act in respect of one group of its employees, viz., the permanent policemen. Subsequently, the New Brunswick Labour Relations Board certified the Fredericton Policemen's Federal Protective Association, Local 502 (an affiliate of the Trades and Labour Congress of Canada) as bargaining agent for members of the Fredericton police force. On June 23, 1955, the Supreme Court of New Brunswick quashed the order of certification and a further order of the Board requiring the City of Fredericton to bargain with the union. In its judgment the Court held that police officers were public servants charged with the administration of the law, and not employees of those who select them and even pay them (L.G., 1956, p. 86). As a result of this court decision, the New Brunswick Legislature adopted, and Royal Assent was given on March 7, 1956, to an amendment to Section 1(4) of the Labour Relations Act providing that if the municipal council or Board or Commission is empowered to prescribe conditions of employment for police officers, the police officers will be deemed to be employees within the meaning of the Act. As regards firemen, the New Brunswick Labour Relations Board has held them to be employees within the meaning of the Act. No statutory provision relates expressly to school teachers, and no precedents or practice have developed in regard to them so far as is known. They would be covered if a municipality by resolution declared the school board to be an employer under the Act.

The Nova Scotia Labour Relations Board denied an application for certification made in 1950 by the Canadian Association of Policemen (Dartmouth Branch) for the reason that policemen were not employees within the meaning of the Trade Union Act. The Board's decision was upheld on July 13, 1951, by the Supreme Court of Nova Scotia in a judgment which dismissed an application to have the Court quash the Board's rejection of certification (L.G., 1951, p. 1697). The Nova Scotia Act does not refer specifically to fire fighters but they are deemed to be included along with other municipal employees. The Nova Scotia Teachers' Union Act was amended in 1953 to provide that where a majority of the teachers employed by a school board are members of the Union, i.e., The Nova Scotia Teachers' Union, the Union may negotiate with the school board on behalf of all teachers employed by that board in respect of salaries and conditions of employment.



The labour relations law of Prince Edward Island does not make reference to the inclusion of municipal employees, policemen, fire fighters or teachers. However, the provincial Supreme Court in November 1955 held that the Trade Union Act does not and cannot apply to the electric light and power department employees of the Town of Summerside.

In Newfoundland, municipal employees come within the scope of the Labour Relations Act. Policemen, fire fighters and teachers are not expressly mentioned. They appear to be covered.

In British Columbia, municipal employees, including teachers, come within the scope of the labour relations law. Policemen and fire fighters also come within the scope of the Labour Relations Act (formerly the Industrial Conciliation and Arbitration Act) but its application to them is modified by the following amendment to the Municipal Act (1949, c. 41, s. 528B):

528B. Where a Conciliation Board has been appointed under the Industrial Conciliation and Arbitration Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen or policemen employed by the municipality or Board of Police Commissioners, a recommendation of the Conciliation Board shall be binding in every respect upon the municipality or Board of Police Commissioners and upon the firemen or policemen employed by the municipality or Board of Police Commissioners.

The applicability of the Industrial Conciliation and Arbitration Act to police and the effect of Section 528B of the Municipal Act of British Columbia were tested in the courts..... The Supreme Court of British Columbia..... upheld the binding effect of Section 528B of the Municipal Act. The Court's view was that the section of the Municipal Act used the word "employed" and, whether or not it was an accurate description of the relationship, it was the intention of the Legislature to deal with the relationship that existed and to employ certain machinery provided by the I.C.A. Act. This decision was appealed to the Court of Appeal of British Columbia and the appeal was dismissed.....

No trade union comprising or representing the members of a municipal police force may be certified by the Manitoba Labour Board if the union is, or is a branch or local of, or is affiliated with, any provincial, national, or international trade union or association of trade unions. Other municipal employees, including fire fighters, come within the scope of the Act without qualification. A 1956 amendment removed school teachers from the coverage of the Labour Relations Act.

Municipal employees come within the scope of the Saskatchewan law concerning labour relations. The City Act (R.S.S. 1953, c. 137), supplements this with the following provisions in Section 51:

For the purposes of every act or regulation concerning wages, hours and conditions of work, trade unions, labour relations or any matters governing employment, and subject to the provisions thereof, every officer, servant and employee of the city, including every member of the police force, shall be deemed to be an employee, and the city and any board, commission and agency appointed by the council or established by or under this Act and responsible for the payment of wages to any officer, servant or employee or to any member of the police force shall be deemed to be an employer.

The City Act provides further that councils may agree to refer any matter governing employment to a board of arbitration whose decision may be final and binding; and disputes affecting policemen and fire fighters must be submitted to binding arbitration by virtue of provisions in the City Act and the Fire Departments Platoon Act. The Saskatchewan Teachers' Salary Negotiation Act provides that a group of teachers shall have the right to organize and to bargain collectively on their own behalf or through a committee selected for the purpose by the majority of the group.

A limitation on the right of workers to join organizations of their own choosing exists in the Ontario Labour Relations Act in a provision stipulating that the Labour Relations Board shall not include in a bargaining unit *with other employees* any person employed as a guard to protect the property of his employer, and no trade union shall be certified as bargaining agent for a bargaining unit of such guards if it admits to membership or is chartered by, or is affiliated, directly or indirectly, with an organization that admits to membership persons other than such guards.

A provision of the Professional Syndicates Act of Quebec (R.S.Q. 1941, c. 162, as amended, s. 4) states that married women may be members of a professional syndicate (i.e., a trade union incorporated under the provisions of the said Act) "except when the husbands object". This limitation does not apply to unions that do not seek incorporation under the Professional Syndicates Act.

At its 1953-54 session the Quebec Legislature amended the section of its Labour Relations Act relating to the filing of petitions for certification by adding the following paragraph:

As from the 3rd of February 1944, on which date the Act to constitute a Labour Relations Board was assented to, an association which tolerates, among its organizers or officers, one

or more persons adhering to a communist party or movement cannot, for the purposes of this Act, be regarded as bona fide association and its recognition, as contemplated by this section, as the representative of a group of employees or of employers, shall be refused or revoked, as the case may be.

Subject to the limitations enumerated above, most of which are of a minor nature, workers and employers in Canada are entitled under provincial law and practice to join organizations of their own choosing.

Generally, workers' and employers' organizations are, insofar as provincial legislation is concerned, entitled to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities, and to formulate their programs. However, certain substantive or formal conditions must be fulfilled by workers' organizations in certain provincial jurisdictions.

The Quebec Professional Syndicates Act provides for the incorporation of a trade union provided that 20 persons or more, "Canadian citizens", engaged in the same professions, the same employment or any similar trades, or doing correlated work..... make a petition to the Provincial Secretary and provided that only Canadian citizens may be members of the administrative council of the syndicate (union) or form part of its personnel.....

The Trade Union Act of Prince Edward Island states in Section 27 that the Lieutenant-Governor in Council may make regulations prescribing the manner in which a trade union may be formed; but no such regulations are known to have been made.

The Trade Union Act of the province of Newfoundland prescribes that the rules of every trade union are binding upon its members, and that they shall state or contain certain enumerated types of provisions, such as a provision for the appointment and removal of a treasurer and other officers, and prescribing also that a change of name or amalgamation may be made only in a certain manner.

The Nova Scotia Teachers' Union Act (1951, c. 100) prescribes in precise detail the objects, powers, and other constitutional details of the Teachers' Union, with minor omissions such as the amount of fees payable. As indicated earlier in this report, by an amendment to the Act made in 1953 (c. 97), the said Teachers' Union was endowed with the right to represent teachers for the purpose of collective bargaining where the majority of the teachers employed by a school board are members of the Union.

Teachers are required as a condition of their employment to be members of the appropriate teachers' federation or society by the Teaching Profession Acts (the name varies) of Alberta, Saskatchewan, Manitoba, Ontario, and British Columbia, as well as Nova Scotia. These statutes usually prescribe the framework of a constitution, giving the teachers' associations powers to set up a code of ethics for the profession and to make their own special rules and by-laws.

Employers' and workers' organizations in Canada are not under provincial laws and practice liable to dissolution or suspension by administrative authority, except for two minor legal provisions in the province of Quebec relating to "dominated" organizations which have, in effect, ceased to function or have lost their original character.

Section 50 of the Quebec Labour Relations Act provides that if it be proved to the Labour Relations Board that an association has participated in an offence against Section 20 (which relates to employers or their agents seeking to dominate or hinder the formation or activities of an association of employees, or vice versa) the Board may, without prejudice to any other penalty, decree the dissolution of such an association after giving it an opportunity to be heard and to produce any evidence tending to exculpate it.

The Professional Syndicates Act of the province of Quebec provides that the corporate existence of any syndicate, union, federation or confederation shall terminate whenever the Provincial Secretary so enacts after having ascertained that they have ceased to exercise their corporate powers; or that the number of their members who are Canadian citizens and in good standing is reduced to fewer than 20, in the case of a syndicate, and to fewer than three in the case of a union, federation or confederation; or in the case of a syndicate when more than one third of its members are not Canadian citizens.....

In the limited field of jurisdiction where the Parliament of Canada is the competent authority with regard to the provisions of Convention No. 87, it is considered that adequate effect is given to all the provisions of the Convention. In the field of jurisdiction where the provincial legislatures are the competent authorities, it is considered that there is very substantial compliance with the provisions of the Convention, but that certain guarantees set out in the Convention are subject to limitations which fall short of giving full effect to the said provisions.

# The Evolution and Application in Canada of Rights Relating to Motherhood and Childhood<sup>1</sup>

## I—Entitlement to Special Care and Assistance

Recognition that motherhood and childhood are entitled to special care and assistance is of long standing in Canada. Over the years much legislation<sup>2</sup> has been passed and many programs have been established with the common aim of providing to mothers and children the special protection, care and assistance they require.

At no time in Canadian history have women and children as a whole occupied a seriously disadvantaged position. The Canadian population has been drawn largely from countries in Western Europe which for several generations have led in the improving of social provisions for these two groups. Persons emigrating to Canada have tended, moreover, to create new social patterns suited to the conditions of their adopted country.

The social patterns that emerged during Canada's formative years were strongly influenced by pioneer conditions and by the existence of an expanding frontier. The circumstances of pioneer life tended to promote the raising of large families in which children were regarded as assets. The wife and mother in performing the manifold duties that fell to her in respect to the home, the farm economy and the raising of children achieved a role of great importance that implied an equal or near equal status to that of the husband.

The emphasis on self-reliance and individualism which was also characteristic of the frontier society has continued to be a pervasive influence in Canadian life. While the area of public responsibility and of other kinds of collective endeavour have progressively expanded, providing numerous types of support and assistance to the individual and the family, the concepts of personal and family responsibility are still highly honoured both in precept and practice. Thus the primary responsibility for

providing care and assistance to the Canadian mother and child is to be found centered in the family, which under normal circumstances is regarded as capable of safeguarding and preserving the essential interests of motherhood and childhood.

However, even in the early stages of Canadian development, when the farm family and the close-knit rural community offered a large measure of security to its members, there were many unmet needs, especially among arriving immigrants and the survivors of the periodic epidemics which frequently left widows and orphans without protection or means of support. Where the need in such situations was acute, voluntary organizations were formed and programs of assistance established, usually based on an institution providing shelter and custodial care.

While the nineteenth century's answer to the needs of motherhood and more particularly of children was mainly expressed by the establishment of institutions, the limitations of this approach became recognized and the last quarter of the century saw the beginning of other and ultimately more fruitful solutions. What was begun in the nineteenth century was carried forward at an accelerated pace in the twentieth, when the combined effect of a growing population, especially in the cities, participation in two world wars, and the experience of a prolonged depression served to focus attention upon the needs of mothers and children and to bring into being a broad array of special protective measures and services in the fields of welfare, education, corrections and health.

Although many of the measures that have been of great benefit to mothers and children were specifically aimed at meeting their special needs, others have been of more general application or have combined provisions for mothers and children with provisions for other groups. As Canada extends its social provisions, the emphasis is, in fact, increasingly upon programs of broad coverage. In these, mothers and children benefit in like measure with other components of the total population, though there is differential treatment in some instances where this is feasible and appropriate.

<sup>1</sup> A statement relating to article 25, paragraph 2 of the Universal Declaration of Human Rights: "Motherhood and childhood are entitled to special care and assistance. All children whether born in or out of wedlock shall enjoy the same social protection."

<sup>2</sup> Towards the end of the 1958 Session of Parliament the Prime Minister introduced Bill C-60, entitled *An Act for the Recognition and Protection of Human Rights and Fundamental Freedoms*, legislation which would, of course, affect not only mothers and children but all Canadians.



## Organization of Social Welfare Services

The organization of social welfare services is, by the terms of the British North America Act, and by tradition, largely centered in the provinces. The federal Government, however, administers certain broad social security measures, some independently and others in partnership with the provinces. It also has certain powers in the field of corrections as well as responsibilities for veterans' programs and programs for Indians and Eskimos. Provincial legislation governs welfare services generally within the provinces and includes, among others, public assistance and the complex field of child protection. The provinces have delegated considerable responsibility to local governments, and, in the field of child welfare, to private or quasi-private social agencies.

### Welfare Services for Children

An aspect of changing conditions in Canada that came forceably to public attention in the 1880's was the increasing numbers of children in the larger centres who were found to be growing up without proper care or supervision. To meet the problem the children's aid society movement came into being, becoming, as it remains today, a major factor in child welfare in Canada. Children's aid societies, which developed first in Ontario and later in most of the other provinces, express the interest of private citizens who form their membership, make up the majority of their boards of directors and contribute financially to their programs. In carrying out provincial legislation under provincial supervision and with financial aid from the municipalities and the provinces, the societies also express public responsibility for child welfare.

By the 1920's the societies moved beyond their initial concern for child protection to the areas of adoption and work with unmarried parents. They thus pioneered in the establishment of the comprehensive child welfare programs which are now in being across Canada. Many such programs continue to be administered by children's aid societies, but wholly public programs predominate in Western Canada, Newfoundland and Prince Edward Island. Quebec has a distinctive pattern in which child welfare agencies and institutions operate largely under religious auspices with substantial financial assistance from the provincial government.

Within programs organized in these various ways service is given to many thousands of children annually. Every effort is made to strengthen the capacity

of the children's own families to give children acceptable care. Where this is not possible and where wardship is transferred either temporarily or permanently by the court from the parents to a child welfare agency, substitute care is provided by the agency. Where the agencies' wardship is temporary the children are normally placed in foster homes where they are supervised by the agency. Institutional placements are also used but the limitations of long-term custodial care for children are generally recognized and the trend away from such placements continues. There is, on the other hand, an increased use of institutions able to provide specialized programs for children presenting problems such as severe emotional disturbances which cannot be successfully dealt with in normal foster homes. Where children are removed permanently from their parents, agencies attempt to find adoption homes where the child will once again have a family of his own and enjoy a measure of security and sense of belonging not normally provided by other forms of substitute care. Where children are born out of wedlock adoption is the normal plan made for them. More than 10,000 adoptions are completed annually in Canada.

Child welfare agencies in Canada, both public and private, though handicapped in varying degrees by the lack of qualified social work staff and by limited financial resources, have developed and are continuing to develop programs which are making a highly important contribution to the provision of the "special care and assistance" to which children are entitled.

### Educational Provisions for Children

The right of children to an education that will fit them for economic, cultural and political participation in contemporary society has long been recognized in Canadian life. The provision of elementary education to the great majority of children was achieved well before Confederation in 1867. In the decades that followed, education became free and compulsory, with the effective enforcement of attendance beginning in the 1890's. By the turn of the century illiteracy had dropped in some provinces to less than 10 per cent of the adult population and progressive reductions of this figure have been characteristic of succeeding decades. Secondary education, which was widely available before the beginning of the century, has also become increasingly accepted as a necessary preparation for modern living. Technical and commercial courses have been added to the original academic sequence required for university

entrance. More than 95 per cent of Canadian children attend primary and secondary schools in which all costs are borne by public funds.

The rapid increase in the number of children of school age in the country in the postwar period has involved heavy requirements for additional teachers, classrooms and other facilities. The strong emphasis placed on education in Canada as an inherent right of the child and as an essential in the national interest, however, has resulted in an encouraging degree of progress in solving the problem of shortages.

The right to higher education of children with the necessary capacity is gaining increasing recognition. A broad program of university expansion is proceeding, which involves extensive public and private financing both for new facilities and for enlarged bursary and scholarship funds. The establishment of the Canada Council, with a program of assistance to both the arts and sciences through grants to individuals and to universities, has been a significant development in the provision of assistance to learning in Canada.

### Protection of Women and Children in Industry

Factory Acts began to appear on the provincial statute books from the 1880's onward. From the beginning they emphasized the protection of women and children through specifying the hours, conditions and types of work that should apply to them. Subsequently there has been progressive improvement in the standards required and in the quality of the inspection by which they have been enforced.

In 1954 the federal Government established a Women's Bureau within the Department of Labour to promote a wider understanding of the role and contribution of women in the labour force and to advance their opportunities in employment.

### Income Protection of Mothers and Children

The realization that the needs of many mothers and children spring from a lack of financial support because of the illness, death or desertion of the husband and father has led to the development in Canada of many income support measures.

At the beginning of the century there was little support for a family that had lost its breadwinner. In provinces which had adopted the English Poor Law the support provided was normally limited to indoor care in public almshouses. In the province of Quebec, institutional care under voluntary auspices was also all that was generally

available. Where, in certain other provinces, assistance was given to families in their own homes it was seldom adequate and was usually temporary.

Of the specialized programs established to remedy the defects in general assistance, workmen's compensation programs were the first to be organized. While they were designed primarily to achieve the objectives of industrial safety and the support and rehabilitation of injured workmen, they also provided pensions for the widow and children of the workman who was killed in an industrial accident.

The precedent set in providing pensions to persons bereaved by industrial accidents and, with the First World War, to those whose husbands and fathers were lost in action, served to strengthen the case for pensions to all mothers who were deprived of the financial means of caring for their children. In 1916 the first provincial mothers' allowances program was established and by 1949 all provinces had programs providing aid to widows with dependent children and to mothers with husbands in mental hospital. In some provinces eligibility is now extended to divorced, separated, deserted and unmarried mothers and to mothers whose husbands are disabled or are in penal institutions. The allowances, which vary from province to province, are payable while the mother is caring for one or more children.

While certain mothers who have been deserted by their husbands may, as noted, receive support under the mothers' allowances programs, other basic measures for their protection are found in legislation designed to enforce their maintenance by legal action against the deserting father. Such legislation exists in the Criminal Code of Canada and in provincial statutes, the latter providing that orders for maintenance may be made against a deserting parent on presentation of evidence of desertion. The desertion legislation also makes possible the enforcement of the court orders of other jurisdictions on a reciprocal basis.

Two federal income security measures of broad coverage, Unemployment Insurance and Family Allowances, were adopted in the 1940's. The former, which offers protection in cases where the breadwinner is unable to find work, provides coverage for the large majority of wage earners, while the latter extends to virtually all families with children.

Family allowances, which are paid in respect to children up to age 16, are designed primarily to lessen the economic handicap of families with children. The allowance,

which is paid to the mother, is \$6.00 a month for children under 10 years of age and \$8.00 a month for children aged 10 to 16. Allowances must be used for the child's maintenance, care, training, education and advancement and the child is required to comply with the school attendance regulations of the province in which he lives. Immigrant families with children and settlers returning to Canada do not qualify for family allowances during the first year but under a family assistance program they can, on application, receive a sum of \$60 annually for each child under the age of 16, on a basis similar to that for family allowances.

Mothers may also benefit, when eligible, from such services as the federal-provincial blindness and disability programs. The federal war veterans' allowances program, which is designed to aid veterans and their families not eligible for veterans' pensions, may apply to both mothers and children.

Programs designed to assist particular categories of persons, such as mothers and children, have achieved a substantial measure of success in reaching their objectives. They have a number of limitations, however, and a trend away from them and towards adequate and flexible general assistance is discernible in a number of provinces. In recent years the federal Government under the unemployment assistance program has made contributions to participating provinces in respect to assistance costs which are, in the main, those involved in the provincial general assistance programs. It appears that the general assistance programs will be broadened and that they will succeed in attaining broader coverage without endangering the interests of groups such as mothers and children whose rights and benefits have been specified in the categorical programs.

### Correctional Programs for Women and Children

Up to the middle of the nineteenth century women and children charged with criminal offences were confined, along with adult male offenders, in the common gaols. The serious social damage resulting from this lack of segregation led to a movement for the establishment of institutions more likely to promote the reformation of the inmate. Accordingly the first juvenile reformatory for boys was established in 1857, the first women's prison in 1878, and the first reformatory for girls in 1880.

An important forward step was taken in 1909 with the passage of the Juvenile Delinquents Act of Canada, which made possible and encouraged the adoption, in

the provinces, of a social approach to juvenile delinquency. The federal legislation sets out a number of acts which when committed by a child constitute an offence known as a delinquency. When a child is adjudged to have committed a delinquency he is dealt with by the court not as an offender "but as one in a condition of delinquency and therefore requiring help and guidance and proper supervision". The judges of the juvenile courts established by the provinces are thus given wide discretionary powers. To assist them in treating the juvenile delinquent the Judge normally has, as an integral part of the court, a probation staff of one or more part-time or full-time officers. Special institutions generally known as "training schools" or "industrial schools" have been established in most provinces to provide correctional care for juveniles for whom probation is considered unsuitable.

### Health Programs for Mothers and Children

The Canadian family has traditionally obtained the major part of its health services on a private basis, but publicly organized programs have played an increasingly important role. Mothers and children benefited with the rest of the population from measures to combat communicable diseases, which were instituted in the 1880's, but infant and maternal death rates remained high and it became increasingly apparent by the early years of this century that special public health measures were required to meet the needs of mothers and children. During the last 50 years and especially since the end of the Second World War great strides have been made in developing pre-natal and post-natal services, providing maternity beds and bassinets, reducing the incidence of childhood diseases and developing programs of treatment and rehabilitation for crippled children.

Progress in providing better health care for mothers and children reflects a recognition by voluntary groups and all levels of government of the importance of meeting the health needs of these groups. At the local level, health departments or health units provide a wide range of direct services in association with hospitals, physicians and voluntary health agencies. All ten provinces have maternal and child health programs within their health departments, six having special divisions under full-time medical direction. The federal Department of National Health and Welfare also has a maternal and child health division offering consultative services. Mothers and children have benefited from the National Health



Grant program, which has assisted in the development and extension of maternal and child services, research and the training of personnel.

Mothers and children have also benefited from the decided trend towards public assumption of hospital and, to a lesser extent, medical costs. Free or assisted maternity services have been established in a number of provinces and one province has selected children under 16 years of age as a group to receive, free of charge, full hospital care including medical and surgical services. In four provinces public prepaid hospital insurance has been in existence since the early postwar years. The federal-provincial program of hospital and diagnostic services now being instituted under the Hospital Insurance and Diagnostic Services Act of 1957 will be functioning in a majority of the provinces by January 1959.

The great majority of Canadian mothers receive pre-natal care from their private physician, though an important role is also played by the Victorian Order of Nurses, a voluntary nursing organization, and by local public health units. The practice of confinement in hospital is well established in Canada, with about 87 per cent of all births occurring in maternity or general hospitals. In the majority of provinces almost 100 per cent of births take place in hospitals and only two provinces have a significant proportion of home confinements. Post-natal care of the mother and early care of the infant is also largely provided by private physicians but an increasingly important part is played by the public health nurse. Nursing visits are made to the home, and well-baby clinics for health supervision of infants and pre-school children are widely available wherever there are organized public health services.

Children also receive health care through school health services which have been established in every province. These services include visual and audiometric testing, general medical examinations and, in some provinces, preventive dental health services. In addition, school health services are concerned with the school environment and involved in the health teaching program.

Major emphasis in the protection of children's health has been placed on immunization programs. A notable example of the successful application of such procedures has been in the anti-poliomyelitis campaign. Through agreements with the federal Government the provincial health departments have made the Salk vaccine available

for free inoculation of children and most provinces also provide care free of charge or at nominal cost to poliomyelitis patients during the acute and post-paralytic stages of the disease. The dramatic reduction in the incidence of this disease constitutes the most recent chapter in the long story of success in attacking the principal diseases of childhood.

There are also special programs for handicapped children. Institutions for the training of blind and deaf children, hospital schools for the mentally deficient, and special classes for hard of hearing and partially sighted children provided by local school boards have been in existence for many years. More recent developments have been classes for orthopedically handicapped and cerebral palsied children as well as classes for mentally retarded children not accepted in the regular schools. Many of these, initiated by parent groups and supported by voluntary means, are increasingly receiving government assistance. Special education programs are found in all the children's hospitals rehabilitation centres, and most tuberculosis sanatoria.

Programs for emotionally disturbed children are also being developed in many parts of the country as child guidance services become available and as specialized institutions are able to obtain the qualified staff required for their successful operation.

Children needing hospital care are normally treated in general hospitals serving all groups but there are also five general hospitals for children, four children's orthopedic hospitals and a number of rehabilitation centres.

Crippled or physically handicapped children have received increased attention in recent years as the concept of what constitutes a handicapped child has been broadened and as increased diagnostic and treatment skills and facilities have become available. Programs combining public and private endeavour are now organized in all provinces. They include case finding, team diagnostic appraisal, treatment and a range of rehabilitation services, including education designed to bring the child to his full potential.

It will be evident that in the field of health, as in welfare, education and corrections, extensive provisions have been made in Canada to provide the special care and assistance to which motherhood and childhood are entitled.

## II—Equal Social Protection of Children Born out of Wedlock

Substantial progress has been made in Canada in establishing the principle that "all children whether born in or out of wedlock shall enjoy the same social protection".

The position of the child born out of wedlock reflects social attitudes towards illegitimacy. Strong moral disapproval continues in respect to extra-marital sexual relations; but the disposition to stigmatize the illegitimate child has been greatly reduced. There is now, in fact, very general recognition of the right of the child born out of wedlock to equal treatment in relation to public measures affecting children.

Most substantial progress to this end has been made since the First World War. Prior to that the very limited rights accorded to the illegitimate child under the English common law had only gradually been enlarged in the provinces in which English civil law had been adopted. In the province of Quebec, a somewhat different situation prevailed; but there too a gradual improvement in the actual condition of children born out of wedlock had occurred. Legislation for the protection of children of unmarried parents, dating mainly from the 1920's, marked a significant forward step. It provided protection of children born out of wedlock both through legal means and through bringing programs designed to assist them and their unmarried mothers within the framework of a comprehensive child welfare program.

A major aim of the legislation for children of unmarried parents is to help such children through assisting the unmarried mother. This takes the form not only of creating more effective means than were previously available for the unmarried mother to obtain financial support from the putative father but it also makes available casework services designed to assist her with a wide range of problems in respect to plans for her confinement, relations with her family and the putative father and her rehabilitation in the community following the birth of the child. Assistance is also provided to the unmarried mother in reaching a mature decision about the future of her child.

Where the unmarried mother decides to retain and raise her child, the child welfare agency may assist her in this plan, perhaps through providing a temporary placement of her child. Public financial assistance is available to her in some provinces and in four provinces she is eligible for mothers' allowances. She will also receive federal family allowances, which are paid without respect to birth status to the mother as long

as she is supporting the child. These forms of assistance notwithstanding, the unmarried mother finds that there are formidable problems in bringing up a child out of wedlock in most Canadian communities. Frequently the unmarried mother asks the assistance of a child welfare agency in placing her child or finds some private means to this end.

For many years a large proportion of children born out of wedlock were raised in foster homes or institutions. Adoption, however, is now regarded as the plan which should be considered for virtually all children born out of wedlock who are made available for adoption by the decision of the unmarried parent to surrender her guardianship of the child. The goal of adoption placement is increasingly being realized in all parts of Canada. Adoption, ensuring as it does the acceptance of the child as an integral member of the adopting family, attains to a degree perhaps not otherwise possible the objective of providing to the child born out of wedlock the same social protection as that enjoyed by other children.

In addition to forms of financial assistance available to unmarried mothers who undertake the upbringing of their children and the vigorous adoption programs that are meeting the needs of most children placed with child welfare agencies, there are other measures designed to improve the position of the child born out of wedlock. Among these are to be mentioned birth certification procedures and legitimation laws. Short form birth certificates which give information relating only to the individual concerned and thus do not disclose birth status are generally available in Canada. Children born out of wedlock to parents who subsequently marry may be legitimated under legislation in effect in all provinces.

While the objective of assuring social protection for children born out of wedlock equal to that extended to other children has not been reached and may never be fully achieved, the progress made in the past four decades suggests that continued gains will be made in the years ahead. A climate favourable to equal treatment is increasingly evident. It is being progressively translated into means of assisting the unmarried mother with the financial and other aspects of raising her child, in the removal of discriminatory social practices and in the improvement of child welfare programs, especially those relating to adoption.

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# The International Protection of Trade Union Freedom

## A Book Review

The development in recent years of international action for the protection of freedom of association for trade union purposes is described, and an evaluation of the importance of existing international guarantees and standards and of the effectiveness of existing procedures is attempted, in *The International Protection of Trade Union Freedom*, a recent book by C. Wilfred Jenks, Assistant Director-General of the International Labour Office\*.

An attempt is also made in the book's final chapters to estimate the significance of contemporary developments concerning freedom of association for the future of international organization and for the general theory of international law.

The book is based on experience relating to two ILO Conventions: No. 87—Freedom of Association and Protection of the Right to Organize, 1948, and No. 98—Right to Organize and Collective Bargaining, 1949. The experience comprises 153 allegations of infringement of trade union rights referred to a Committee on Freedom of Association established by the ILO Governing Body.

Each member of the ILO that has ratified these Conventions—when the book was written, 23 had ratified No. 87 and 26 had ratified No. 98—is required to report annually to the International Labour Office the measures that it has taken to give effect to the Convention. Members that have not ratified the Conventions are required to report at appropriate intervals the position of their law and practice in regard to the matters dealt with in the Convention. (For extracts from the most recent Canadian report on Convention No. 87, see page 1229).

The Committee on Freedom of Association, made up of members of the ILO Governing Body, examines allegations of infringements of trade union rights and reports to the Governing Body whether further examinations of an allegation is necessary, and whether the allegations, if proved, would be an infringement of trade union rights, whether the allegations are so purely political in character that it is undesirable to pursue the matter further, or are too vague for consideration, or whether the evidence is insufficient. If the Committee reports that the case should be examined further, the Governing Body may

seek the consent of the government concerned for further fact-finding and conciliation procedures.

The 153 cases referred to the Committee involved 67 governments in all parts of the world. In 137 of them the Committee had, when the book was written, submitted final or interim conclusions, and its reports had been approved by the Governing Body. The development of an international procedure for examining allegations and grievances is, in the author's opinion, clearly worthy of study. It represents a significant contribution to the development of international procedures for the examination of petitions and complaints made by private persons or bodies to international organs.

Out of the wealth of material in this book on the subject indicated above, readers of the *LABOUR GAZETTE* would find of particular interest the author's analysis of what are the essential principles in the body of precedent that has been built up on the subject of trade union freedom. Some indication of the contents of these chapters is given in the paragraphs which follow.

The general standards taken into account by the Freedom of Association Committee are the standards set out in the Conventions. Whether or not members have ratified a Convention, the Committee, in examining allegations, is guided by its provisions. The author points out that these standards have been approved after the most thorough and prolonged investigation and discussion by bodies representative of governments, employers and workers alike for all parts of the world. They represent a consensus of view based on the experience of many countries. In considering whether the facts alleged in the complaint would, if proved, constitute an infringement of trade union rights, the Committee, in applying general principles to specific situations, has developed an interesting body of precedents on some of the major questions in industrial relations facing many countries at the present time.

The essence of freedom of association is the right of workers and employers to establish and join "organizations of their own choosing". The Committee has been critical of the absence of any freedom of choice in cases in which there is, in law or in fact, a monopoly of the right of association. It has recommended reconsideration by the government concerned of regimes characterized by the co-existence of two or more types of workers' organizations, of which one enjoys an official approval denied the others. Another situation, which

\* Jenks, C. Wilfred, *The International Protection of Trade Union Freedom*, New York, Frederick A. Praeger, Inc., 1957. Pp. 592.



they found inconsistent with the principle, was a proposed provision in connection with a law dealing with registration of trade unions whereby "the Registrar may enrol an applicant union for any particular industry in any particular area if he is satisfied that no other union is enrolled or registered for that industry in that area".

In applying the principle that workers and employers may establish and join organizations of their own choosing "without distinction whatsoever," the committee has regarded the principle of non-discrimination on political grounds as applicable irrespective of the nature or tendency of such discrimination. Most of the allegations submitted to the Committee on this issue have related to anti-Communist legislation. The Committee recognizes that conviction of a criminal offence may be a disqualification for membership of a trade union as for the exercise of other civil rights, but emphasizes the importance it attaches to due process in cases in which measures of a political character may indirectly affect the exercise of trade union rights. They urged reconsideration of a provision which, while it did not deprive persons alleged to be members of proscribed political parties of the right to belong to a union until convicted, provided that the fact of being charged entailed suspension of the right.

In cases where it found that legislation involved racial discrimination in trade union rights it recommended that the government concerned give further consideration to its policy.

Under the Conventions, the status of the armed forces and the police is left to national discretion by both Conventions; other civil servants are covered by the 1948 Convention but not by the 1949 Convention. The Committee has considered a number of cases concerning civil servants and other government employees. The general principles which emerge from these cases are summarized as follows: "that civil servants and government employees should enjoy the right to organize and be protected against anti-union discrimination, that a requirement that they be organized in unions catering for them exclusively may be reasonable in certain circumstances, that it is normal to withhold the right to strike from civil servants enjoying statutory terms and conditions of employment, and that where the right of collective bargaining or the right to strike is withheld from other government employees on the ground that they are engaged in essential services there should be adequate alternative arrangements for the protection of their occupational interests".

In considering the right to establish and join organizations of their own choosing "*without previous authorization*," the Committee has held that "while it is common practice for States to provide in their legislation such formalities as seem to them proper to ensure the normal functioning of these associations, a provision in virtue of which the right of association is subject to an authorization given by a government department in its sole discretion is incompatible with the principle of freedom of association".

The right to draw up their constitutions and rules freely is the key to the autonomy of workers' and employers' organization, but it is also clear that the International Labour Conference when it adopted the Convention contemplated that States would remain free to provide formalities to ensure the normal functioning of industrial organizations. The cases relating to the right to draw up constitutions and rules which have arisen before the Committee all involve some form of the question whether particular legal requirements that certain matters be provided for in the constitution and rules are inconsistent with the right of organizations to draw up their constitution and rules freely. The Committee had some doubt about a provision that rules of approved trade unions must contain a statement that it "will act as a body for co-operation with the public authorities and other associations for the furtherance of social solidarity and the subordination of economic and occupational interests to the national interests".

In a number of other cases where the law places on industrial associations applying for the status of recognized trade unions an obligation to deal with certain matters in their rules but does not prescribe the manner in which they shall be dealt with, the Committee has taken the view that the inclusion in legislation of provisions governing the relationship between unions and federations which in a developed trade union system would normally appear in trade union rules may be not unreasonable in the early stages of development of the trade union movement.

In connection with "*the right to elect representatives in full freedom*," the two forms of intervention actually found are supervision of elections and disqualification for eligibility as officers. The Committee has on occasion pointed out "that the right of workers to elect their representatives in full freedom is a most important aspect of trade union freedom and that this right should be subject to as few restrictions as possible".

In considering cases involving the right "*to organize their administration and activities and formulate their programs*", the Committee has emphasized that "organizations" is defined in the Convention as "any organization of workers or of employers for furthering and defending the interests of workers or employers".

Some restrictions on political activities of trade unions appear in a number of countries. In dealing with allegations that restrictions on political activities are inconsistent with the right to organize administration and activities and to formulate programs, the Committee has been guided by the resolution on the independence of the trade union movement adopted by the International Labour Conference in June 1952, which lays down the principle that "the fundamental and permanent mission of the trade union movement is the economic and social advancement of the workers," and that "when trade unions, in accordance with the national law and practice of their respective countries and at the decision of their members, decide to establish relations with a political party or to undertake constitutional political action as a means towards the advancement of their economic and social objectives such political relations or action should not be of such a nature as to compromise the continuance of the trade union movement or its social or economic functions irrespective of political changes in the country".

In commenting on one case before it, the Committee said:

In order that trade unions may be sheltered from political vicissitudes and in order that they may avoid being dependent on the public authorities, the Committee considers that it is desirable that employers' and workers' organizations, on the one hand, should limit the field of their activities, without prejudice to the freedom of opinion of their members, to the occupational and trade union fields, and that the Government, on the other hand, should refrain from interfering in the operation of trade unions.

The right of organizations to affiliate with international organizations has been at issue in a number of cases. While pointing out that the right of national workers' organizations to affiliate with international workers' organizations normally carries with it the right to maintain contact with the international organizations to which their organizations are affiliated, and to take part in their work, and that it is desirable that every latitude should be afforded to them for this purpose, the Committee has recognized that this principle may not be susceptible of unqualified application in all circumstances, particularly where a political element or criminal charges are involved.

A number of cases before the Committee bear on the application of the principle of protection against anti-union discrimination. In a case in which the law of the country in question fully recognized freedom of association so far as the State was concerned, but contained no provision declaring that employers were bound to respect freedom of association, the Committee considered that, where a government has undertaken to ensure that the right to associate should be guaranteed by appropriate measures, the guarantee, in order to be an effective guarantee, should be ensured by measures including the protection of the worker against anti-union discrimination in his employment.

The Committee has been called upon to consider the incidence on freedom of association of national security and loyalty programs in a number of countries and has had occasion to emphasize the desirability of including in procedures for the protection of public security the safeguards necessary to avoid any infringement of trade union rights.

When the 1949 Convention was adopted, the International Labour Conference approved a report by its Committee on Industrial Relations recording the view that the provisions of the Convention were not to be interpreted as authorizing or prohibiting union security arrangements, such questions being matters for regulation in accordance with national practice. In one case before it the Committee held that where management was acting in accordance with union security arrangements agreed upon by the parties, the operation of the arrangements might cause a worker to withdraw from a particular union to which he belongs but not "to relinquish trade union membership" and might cause a worker to suffer certain prejudice in his employment by reason of his membership in a particular union but not "by reason of union membership". In these circumstances there was no anti-union discrimination involving a violation of the Convention.

In another case the Committee considered that where union security arrangements operate and require membership of a given organization as a condition of employment, there might be an unfair discrimination if unreasonable conditions were to be attached to persons seeking such membership but in the particular case there were appropriate national remedies for testing whether membership had been wrongfully refused in terms of the union shop agreement and the statute under which it was made, and the Committee refused to pursue the matter further.

The 1949 Convention provides that measures appropriate to national conditions shall be taken where necessary to encourage and promote the full development and utilization of machinery for voluntary negotiation between employers' and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements. The significance and importance of collective bargaining as an element in freedom of association has been recognized by the Committee in a number of cases. In cases in which the special regime applicable to public employees, or the restriction of strikes in essential services, has the effect of restricting collective bargaining, the Committee has insisted on the importance of alternative arrangements to safeguard the workers' interests. However, the Committee has held that the Convention does not place a duty on the government concerned to enforce collective bargaining by compulsory means. It has accepted fully the general principle of special restrictions on the right to strike in essential services, holding, for example, that it is not an infringement of freedom of association to make disputes in essential services subject to a special conciliation and arbitration procedure; or for a government, being responsible for the operation of public services, to apply certain limitations to the right to strike; or, where an essential public service is interrupted by an unlawful strike, to call in persons to perform the duties which have been suspended. However, the Committee has emphasized that limitation of the right to strike in essential services involves the corollary of satisfactory alternative arrangements for the redress of grievances.

A number of cases have been before the Committee posing the question whether measures for the control and supervision of union funds can be regarded as a reasonable precaution against the misuse of funds or whether they were, in fact, an unreasonable restraint upon trade union freedom. One group of cases relates to the disposal of the funds of particular trade unions chiefly in connection with the dissolution of unions. The general principle underlying conclusions in these cases appears to be that the funds of a dissolved union should be held in trust and subsequently applied for the benefit of the union which can most appropriately be regarded as its successor.

In evaluating the measures taken for the protection of trade union freedom, the author calls it "a leading example of one of the most significant tendencies in the development of international law in our time". He emphasized the mutually com-

plementary character of the ILO guarantees, standards and procedures. The constitutional provisions and the Conventions represent the substantive law, but these would have "tended to remain a body of aspirations of uncertain practical value" without the procedures, such as the procedure for examination of reports on application of Conventions, both ratified and unratified, and the procedure for the examination of allegations of infringements of trade union rights, which make possible the development and progressive acceptance of a body of widely agreed principles concerning all aspects of the problem of trade union rights.

Among the limitations of the existing guarantees he mentions the fact that the substantive law does not deal with all the important aspects of the matter, and the extent to which the effectiveness of existing guarantees of freedom of association for trade union purposes is dependent on the degree of protection accorded to civil liberties in general, such as freedom from arbitrary arrest, detention or exile, the right to fair and public hearing by an independent and impartial tribunal, and the presumption of innocence until proof of guilt. He does not appear to regard the lack of physical sanctions as a limitation, but he does point out that the procedures for checking on the manner in which Conventions are applied (which he refers to as a type of "mutual verification of the fulfilment of obligations") depends for its effectiveness on the extent to which the governments and legislatures of members are responsive to international criticism. He goes on to say:

The responsiveness of governments and legislatures to international criticism is of course a function of general political conditions. It depends upon the value attached to the pledged word and the keenness of the sense of international responsibility and interdependence in the country concerned, upon the prestige enjoyed there by the international body which has formulated the criticism, and upon the extent to which, under the conditions which prevail there, international criticism tends to reinforce or to silence national criticism of official policy. The conditions which make governments and legislatures responsive to criticism in and by international bodies cannot be created within short periods by any action which it is within the power of such bodies to take, but over longer periods the development of such conditions can be encouraged by building up a tradition of vigorous international co-operation based upon the moral and social values proclaimed by the preamble of the Constitution of the Organisation and the Declaration of Philadelphia and by promoting confidence in the fairness, understanding and sound judgment of those who serve upon and those who advise the bodies responsible for verifying whether the obligations which have been assumed are being properly discharged.

The closing chapter entitled "Freedom of Association and the Future Development of



International Law" deals with the significance of the ILO experience which the author has been analyzing on what he calls "the contemporary transformation of the scope and character of international law..... from a law demarcating the jurisdiction of States into a law governing common interests of mankind which can no longer be dealt with effectively on a national basis". The

ILO procedures have illustrated a way of developing a body of accepted international doctrine on crucial social and industrial issues which is already exercising a considerable influence on social and legal development in many countries "and may at some stage harden into customary international law".

—Edith Lorentsen  
Director, Legislation Branch

## A Bibliography on Human Rights

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Freedom and independence should be preserved within a framework of authority. Authority is necessary for liberty of thought and of spirit.

42.\* SANDWELL, B. K. *The state and human rights*. Toronto, Canadian Institute of International Affairs, 1947. 16 p. (Behind the Headlines, v. 7, no. 2).

Discusses the setting up of a Commission on Human Rights by the Economic and Social Council of the United Nations and comments on the basic freedoms.

43. SCHWARTZMAN, RUTH, AND STEIN, JOSEPH. *Law of personal liberties*. New York, Oceana Publications, inc., 1955. 96 p. (Legal Almanac Series, no. 40).

This volume is concerned with four important areas of the law not generally known except to lawyers: (1) freedom from improper arrest; (2) freedom from improper search and seizure; (3) freedom from being compelled to furnish evidence against one's self; and (4) freedom from improper deprivation of liberty.

44.\* SCOTT, FRANCIS REGINALD. *Dominion jurisdiction over human rights and fundamental freedoms*. Ottawa, 1949. p. 497-536. Reprinted from Canadian Bar Review, v. 27, no. 5.

Contents: The present situation. Proposals for a Bill of Rights. Fundamental rights in the B.N.A. Act. A Bill of Rights without amendment to the B.N.A. Act. Revision of existing federal laws. Freedoms and rights: some distinctions. Areas of federal jurisdiction. Survey of particular federal powers.

45. STOFFER, SAMUEL ANDREW. *Communism, conformity, and civil liberties; a cross-section of the nation speaks its mind*. New York, Doubleday, 1956. 278 p.



This survey examines the reactions of Americans to two dangers: (1) from the Communist conspiracy outside and inside the country; (2) from those who in thwarting the conspiracy would sacrifice some of the very liberties which the enemy would destroy.

Partial contents: Are civic leaders more tolerant than other people? Is there a national anxiety neurosis? How tolerant is the new generation? Do women have viewpoints different from men? What aspects of communism do Americans distrust most? How far does the communist threat account for intolerance of non-conformists?

46.\* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *For fundamental human rights; an account of the work of the United Nations "in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language or religion."* Lake Success, 1948. 126 p.

Partial contents: From the "Four Freedoms" to the Charter of the United Nations. Draft of the Declaration of Human Rights. Draft International Covenant on Human Rights. The implementation of the Convention on Human Rights.

47.\* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *Our rights as human beings; a discussion guide on the Universal Declaration of Human Rights.* Revised ed. New York, 1950. 31 p. Background reading: p. 31-32.

A guide for leaders of adult groups, as well as for teachers in senior high schools and colleges. The text of the Declaration is included.

48.\* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *United Nations work for human rights.* 2d ed. New York, 1957. 35 p. Selected bibliography: p. 31-35.

Partial contents: Draft international covenants on human rights. The right of peoples to self-determination. Future program. Advisory services in the field of human rights. Prevention of discrimination and protection of minorities. Freedom of Information. Studies and conventions dealing with human rights. Status of women.

49.\* UNITED NATIONS. DEPT. OF SOCIAL AFFAIRS. *The impact of the universal declaration of human rights.* New York, 1951. 41 p.

Partial contents: The authority of the universal declaration. The impact of the Universal Declaration on groups and individuals; also on international and national affairs.

50.\* UNITED NATIONS. DEPT. OF SOCIAL AFFAIRS. *Yearbook on human rights.....* Lake Success. The Library has:— 1946-1955.

51.\* UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. COMMISSION ON HUMAN RIGHTS. *Report.....* New York. The library has: 1st, 1947-14th, 1958.

52.\* UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. COMMISSION ON HUMAN RIGHTS. SUB-COMMISSION ON FREEDOM OF

INFORMATION AND OF THE PRESS. *Report.....* New York. Library has: 1st, 1947; 3rd, 1949; 4th, 1950. The 5th and last report appeared in 1952.

53.\* UNITED NATIONS. GENERAL ASSEMBLY. *Universal declaration of human rights.* Final authorized text. New York, United Nations, Dept. of Public Information, 1950. 8 p.

54.\* UNITED NATIONS. SECRETARY-GENERAL, 1946-1953 (LIE). *Activities of the United Nations and of the specialized agencies in the field of economic, social and cultural rights; report.* New York, United Nations, Commission on Human Rights, 1952. 74 p.

A survey of the activities of various bodies of the United Nations and the Specialized Agencies which relate to the economic, social and cultural rights set out in articles 22 to 27 of the Universal Declaration of Human Rights.

55. UNITED NATIONS N G O's NEWSLETTER. New York, United Nations, Dept. of Public Information, v. 1, no. 1 is dated Feb., 1958.

A new quarterly publication issued as a newsletter for non-governmental organizations, intended as a digest of information and ideas for organizers working on the observance of the 10th anniversary of the adoption of the Universal Declaration of Human Rights.

56. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Human rights, domestic jurisdiction, and the United Nations Charter* prepared by Mary Shepard, Foreign Affairs Division, under the direction of the Subcommittee on the United Nations Charter. Washington, U.S. Govt. Printing Office, 1955. 28 p. (Staff Study no. 11, Subcommittee on the United Nations Charter).

57.\* WINNIPEG FREE PRESS. *Protecting our birthright; disallowance or Bill of Rights?* Winnipeg, 1954. 20 p. (Winnipeg Free Press Pamphlet no. 51).

Reprinted from the editorial pages of *Winnipeg Free Press*, May, 1954.

Takes the point of view that the federal Government is responsible for protecting the basic rights of Canadian citizens.

58.\* WITMER, T. RICHARD. *Civil liberties and the trade union.* New Haven, Conn., 1941. p. 621-635.

Reprinted from *The Yale Law Journal*, v. 50, no. 4, Feb. 1941.

How much control the union has over its members' activities is not yet established.

59.\* WORKERS DEFENSE LEAGUE. EDUCATION COMMITTEE. *Labor's rights in the United States: an outline for teachers and students.* New York, 1941. 36 leaves. Mimeographed.

A brief summary of Labour's struggles to win recognition and to maintain and defend essential rights and liberties.

## Periodical Articles

60.\* ADULT EDUCATION AND CIVIL LIBERTIES, by R. J. Blakely. (In *Food for Thought*, Nov. 1954, p. 6-9).

Digest of a speech delivered to the National Conference on Adult Education, London, Ont., May 28, 1954.

61.\* AMALGAMATED PRESSES FOR EFFECTIVE CIVIL RIGHTS. (In *Butcher Workman*, Mar. 1957, p. 6).

Clothing Workers of America outlines its position favoring civil rights and President Eisenhower's plan to create Civil Rights Division.

62. AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE. *Internal security and civil rights*; ed. by Thorsten Sellin. Philadelphia. The Academy, 1955. 190 p. (*Annals*, v. 300).

Contents: Freedom of expression. Privacy and personal dignity. Subversive persons and groups. Academic freedom. Job security and national security. Investigations.

63.\* CANADA NEEDS A BILL OF RIGHTS, by Andrew Brewin. (In *Canadian Labour*, Jan. 1957, p. 14-15).

From an address at the Ontario Federation of Labour Conference on Fair Practices and Human Rights, Dec. 1, 1956.

64.\* CIVIL RIGHTS AND LIBERTIES AND LABOR UNIONS, by Joseph L. Rauh, jr. (In *Labor Law Journal*, Dec. 1957, p. 874-881).

Failure of union responsibilities in treatment of minority groups and support of civil rights point to need for greater democracy within unions.

65. THE CONCEPT OF LEGAL LIBERTY, by Glanville Williams. (In *Columbia Law Review*, Dec. 1956, p. 1129-1150). Bibliographical footnotes.

Contents: I. The definition of legal liberty. II. The Choice of the word "liberty." III. Legal liberties to act and not to act. IV. Legal liberty need not involve choice. V. Liberty and right. VI. Some examples of fallacies. VII. Liberty not as affected by the characteristics of duty. VIII. The non-emotive characteristics of legal liberty.

66. THE CONSTANT PRESSURE ON ENTERTAINMENT, by Gilbert Seldes. (In *Saturday Night*, June 27, 1953, p. 7-8).

Discusses various forms of pressure exerted in various fields, such as entertainment, the press, and the difficulty of meeting pressure methods by those who hold to standards of decent conduct.

67. DOES FREEDOM REQUIRE A BILL OF RIGHTS? By H. F. Angus. (In *Saturday Night*, Nov. 14, 1953, p. 7-8).

A scholarly discussion of background considerations of a Bill of Rights.

68.\* EX-RED'S RIGHTS UPHOLD BY UAW REVIEW BOARD. (In *AFL-CIO News*, Jan. 4, 1958, p. 2).

Summary of first official ruling of Automobile Workers Public Review Board in upholding right of five former communists to retain jobs with union.

69. HUMAN RIGHTS, by Paul Martin. (In *External Affairs*, Jan. 1953, p. 28-31). Statement made on Dec. 17, 1952, by the Acting Chairman of the Canadian Delegation to the United Nations General Assembly.

Canada's attitude toward the prevention of discrimination and the protection of minorities.

70. HUMAN RIGHTS DAY, by L. B. Pearson. (In *External Affairs*, Jan. 1954, p. 34).

Text of statement broadcast over the CBC network on Human Rights Day, Dec. 10, 1953, the 5th anniversary of the adoption of the Universal Declaration of Human Rights.

71. HUMAN RIGHTS IN CANADA, by Alex Maxwell. (In *Ontario Labour Review*, July-Aug. 1958, p. 8).

Legislation plays a vital role in ensuring equal rights to all people.

72. HUMAN RIGHTS IN CANADA. Round one: FEP. By Lloyd Harrington. (In *Canadian Forum*, Dec. 1953, p. 199-200).

Discusses the background and some of the results of the passing of the Canada Fair Employment Practices Act, July 1, 1953.

73.\* INVASION OF PRIVACY, by A. Whitehouse. (In *I.U.D. Digest*, Spring 1958, p. 30-38).

Infringement on civil rights charged against increasing use of electronic surveillance as "security" and employee checks in industry; uses in other capacities reviewed.

74.\* MAKING PEOPLE LIKE EACH OTHER, by S. Blum. (In *Food for Thought*, April 1958, p. 331-336).

Problems discussed are based on actual cases brought to the attention of regional human rights of the labour movement.

75.\* "MEANINGFUL" CIVIL RIGHTS BILL PUSHED BY AFL-CIO. (In *AFL-CIO News*, Aug. 3, 1957, p. 1).

Summary of statement issued by AFL-CIO executive committee.

76. PADLOCK CASE, by Pauline Jewett. (In *Canadian Forum*, April, 1957, p. 7-8).

Discusses the guaranteeing of fundamental freedoms against provincial encroachment and suggests that there might be restrictions on the federal government also in this respect.

77.\* SEPTIEME ANNIVERSAIRE DE DROIT DE L'HOMME FETE PAR CTM, by J. Perrault. (In *Canadian Unionist*, Jan.-Feb. 1956, p. 28).

78. WHAT DO CIVIL RIGHTS MEAN IN QUEBEC? By R. B. Fraser. (In *Maclean's Magazine*, Jan. 7, 1956, p. 3, 46).

Discusses the contrast in the official conceptions, inside and outside Quebec, of a citizen's rights and privileges, in the case of the Jehovah's Witnesses.

## NOTES OF CURRENT INTEREST

### **Govt. Will Share Cost of Winter Work Projects**

The federal Government will pay 50 per cent of payroll costs of work done this winter in municipalities of any province where the provincial government approves. Prime Minister Diefenbaker made this offer in a speech in Regina on October 27.

Subject to talks with the provinces, the federal Government will pay 50 per cent of payroll costs incurred by municipalities between December and April for work that would not normally be done this winter.

Projects that will be supported include sidewalk construction, roads other than arterial ones, water and storm sewers, municipal parks and some major reconstruction jobs.

All projects undertaken must have the approval of the provincial government concerned so that provincial jurisdiction over municipalities will be maintained.

The federal Government's decision has its origin in the National Winter Employment Conference (L.G., Aug., p. 847) held in Ottawa July 14-15. At that conference, delegates proposed, among others, an incentive to municipalities to undertake works programs in order to create winter work.

The cost-sharing offer announced by the Prime Minister is designed to provide such an incentive.

### **Manitoba Plans to Spur Employment This Winter**

Moves to ease winter unemployment, establishment of an agricultural credit plan and a record highway construction program were announced in the Speech from the Throne read at the opening last month of a special session of the Manitoba Legislature.

It was also noted that discussions are under way with the federal Government aimed at putting into operation a flexible plan to promote winter employment during the 1958-59 season.

A special effort to co-ordinate the province's road-building, power transmission and telephone activities will make possible a marked increase in winter employment, the Speech announced.

The Manitoba Government also plans to establish a development fund that will supplement normal financial sources and

will provide financial assistance to manufacturing industries, and tourist and recreational facilities.

"This measure is expected to lead to an acceleration in the rate of growth of small and medium-sized enterprises in Manitoba and the general economic development of the province."

Announcement was made in the Speech of the Government's intention to increase aid to education along the lines indicated by a provincial Royal Commission on Education. In an interim report, the Commission urged much higher salaries for qualified teachers and increased financial support from the province for school boards.

### **CCA President Calls for More Winter Building**

An appeal to all sections of the nation to increase winter construction as a means of lessening unemployment this coming winter was made last month by Harold J. Ball, President of the Canadian Construction Association. He was speaking at a meeting of the Halifax Construction Association and the Nova Scotia Road Builders' Association.

"This problem deserves the continuing attention of not only government, labour and industry—who are very much aware of it—but also of every Canadian citizen," he said.

In his appeal, Mr. Ball noted that due to scientific advances in research, winter construction in Canada is practical. The quality is just as good in winter as at any other season of the year, and if proper scheduling of the construction is made the cost is no higher.

Mr. Ball suggested that the average citizen can assist in having construction done in winter by urging school boards, hospital boards and community organizations to schedule building projects so that work can be carried on to the greatest possible extent during the winter months.

About 20 fish-preparing buildings are to be built in Newfoundland this winter as part of the Government's program to reduce winter unemployment, the Department of Public Works has announced.



## **Participation Increasing In Vocational Courses**

Participation in vocational, technical and trade training courses increased by approximately 30 per cent in the four-year period from 1952-53 to 1956-57, according to a Department of Labour report entitled *Vocational Training Program in Canada*, which describes publicly operated technical and trade training courses in Canada.

The report, which is the fifth of a series issued as part of the Research Program on the Training of Skilled Manpower, is the first of several dealing with various aspects of vocational training in Canada. Prepared by the Training Branch of the Department, it is based on a survey made with the co-operation of federal and provincial government agencies.

Reports will be published later dealing with training programs in commercial and service occupations, on vocational training in government departments and on training programs in vocational agriculture.

The first three reports of the series were: No. 1, *Progress Report* (summarized in the *LABOUR GAZETTE*, Aug. 1957, p. 940), No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281), and No. 3, *Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry* (L.G., Oct., p. 1110). The fourth report will be published later this year.

### **Most Striking Increase**

The increase in participation in courses during the four-year period 1952-53 to 1956-57 was most striking in the post-high school or advanced technical courses and in the annual apprenticeship classes, although an appreciable rise was also shown in high school, industrial and trade courses.

The report shows that annual public expenditures on vocational education in Canada had risen steadily from just over \$30,000,000 in 1951 to approximately \$50,000,000 in 1956. During this period the total municipal share remained fairly constant at approximately 45 per cent, the provincial share increased from approximately 41 to 47 per cent, and the federal share decreased from 12 to approximately 8 per cent.

Under the Vocational Schools' Assistance Agreement of 1945-55 made between the federal Government and the provinces, the greatest expansion took place in vocational high schools financed by municipalities with grants from the provinces.

Federal assistance to the program was limited by fixed allotments that were paid

on the basis of provincial grants or costs. As costs increased, the federal allotments were not sufficient to match the provincial expenditures on vocational programs. This situation accounted for the decrease in the percentage of the federal share of vocational costs during the five years from 1951 to 1956.

The new Vocational and Technical Training Agreement that replaced the Vocational Schools' Assistance Agreement in 1957 has provided for an increase in federal contributions to vocational and technical education.

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## **Calls for Doubling of Building Apprentices**

"The registration of apprentices in the construction trades should be at least double the present level," said Harold J. Ball, President of the Canadian Construction Association, in an address last month at Fredericton.

To achieve this increase, employers, unions and governments must pool their efforts, he stated.

"All employers in the construction industry have a very direct interest in the industry's training program because the industry's efficiency and costs are in large measure dependent upon the training of adequate numbers of recruits in properly balanced programs which combine jobsite and school-room instruction." Employers must provide more opportunities for job-site training, he said.

Unions should administer their journeyman-apprentice ratios on a regional basis rather than on an individual contractor, job or shop basis, he suggested, and provincial governments should give serious consideration to the introduction of pre-employment training courses and of certification of tradesmen where this has not already taken place.

Prospects for apprentices in the construction industry are especially attractive, Mr. Ball pointed out. "There are few industries in Canada that offer as many opportunities to men to rise from the ranks and take on positions of prominence and responsibility."

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## **Vocational Guidance in Belgium Provided by Law**

A vocational guidance service set up by law in Belgium is described in an article of a recent issue of the *Personnel and Guidance Journal* by Leonard A. Ostlund, Assistant Professor of Psychology at Kent State University, Ohio.

Belgium pioneered with the first guidance centre in Europe, established at Brussels in 1912. Twenty-five years later, a comprehensive guidance service was set up by law, which provided for its establishment and functioning on a nation-wide basis under the jurisdiction of the Minister of Education. There are now 88 local counselling centres and 18 regional psychological-sociological-medical centres.

The law stipulates that counsellors must have a certificate or degree from a recognized institution, that each guidance centre shall consist of a counsellor, nurse, doctor, social service worker, and clerical staff, and that the service must be free of charge.

No compulsion may be used either in inducing an individual to be counselled or to follow counselling recommendations.

### **Current Labour Unrest "Deplorable"—CMA Head**

Current labour unrest in Canada is especially deplorable at this time when it is imperative to keep Canadian products competitive with those produced abroad in both price and quality, said Ian F. McRae, President of the Canadian Manufacturers' Association, in a recent address.

"Management," the speaker said, "is not against high wages. At the same time, it is absolute folly for any of us to proceed on the assumption that we are 'entitled' to a substantial annual raise, irrespective of current economic conditions and individual performances. But that is precisely the stand being taken in some quarters."

Was it not strange, he asked, that at this time thousands of men in several of Canada's most important industries, who for the most part were earning between \$4,000 and \$5,000 a year, and who were not being threatened by any move to reduce their earnings, should be willing to engage in prolonged strikes and lose hundreds of dollars in wages?

Quoting a recent statement of Hon. Michael Starr, Minister of Labour, in which he said that "Labour is getting a bigger share of a bigger pie," Mr. McRae said that "still the demands keep rolling in with hardly a break, and Management is faced with the ultimatum: Pay up—or else."

The CMA President complained of the way in which union spokesmen "for the most part airily dismiss the idea that there is any connection between wage increases and price increases. They seek to persuade the public at large that their insatiable demands can be met out of profits."

Such spokesmen, he said, ignored the fact that profits have fallen sharply this year,

that the Government takes half of all profits, and that much of what it left goes into providing the new plant and equipment "which is so essential to business survival and expansion, and, let it not be forgotten, to the provision of an increasing number of jobs".

### **UK Prices Likely Stable Despite Wage Increases**

The United Kingdom's Council on Prices, Productivity and Incomes, in its second report, issued in August, has predicted that the price level of goods and services may remain almost stable, with rising labour costs being offset, or nearly offset, by lower materials costs and lower profit margins. The retail price index is even less likely to rise, and may even fall.

The Council's first report was issued last February (L.G., May, p. 481).

Fixed capital expenditure in the public sector is likely to be roughly stable; in the private sector, to decline somewhat. Investment in inventory and in work in progress is likely to be lower, and government expenditures on goods and services likely will remain about stationary.

#### **Demand for Labour Eases**

Figures available up to July 1958 indicated that unemployment, employment, vacancies, short-time and overtime showed some easing of the demand for labour, according to the report.

The report noted that the index of retail prices continued to rise up to June, and that 69 per cent of that rise since October 1957 was accounted for by increases in food prices. Other sectors of the index, apart from housing, climbed little in the October-June period. There was a definite levelling-off in export prices and in the wholesale price index of manufactured goods.

It was also noted that fewer workers had been given wage increases during the first quarter of 1958, and the average amount was smaller than in 1957. In the first seven months of 1958 the weighted average increase given in negotiated wage settlements was 3.6 per cent. The figure includes those groups of workers who have sliding-scale agreements linked to the cost of living. Little change in productivity had occurred, the report notes.

Recent figures for profit incomes and for the size of wage settlements suggested that although there is still a gap between the rise in total incomes and the rise in total output, it might have narrowed a little.



## **Headed CLC Department, Howard Conquergood Dies**

Howard Conquergood, Director of the Political Education Department of the Canadian Labour Congress, died in Ottawa on October 18.

Before the founding of the CLC he had been Director of the Education and Welfare Department of the Canadian Congress of Labour, and before that, he had held a similar position with the United Steelworkers.

His first contact with the labour movement was at the age of 17 years, when he joined the Musicians' Protective Association (AFL).

Born in Toronto, Mr. Conquergood was a graduate of Queen's University and the University of Toronto. A former staff member of the YMCA at Toronto and Hamilton, he was a member of the Board of Directors of the Canadian Association of Social Workers as well as one of the original members of the first CCYM Executive in Ontario.

In 1943, he joined the staff of the United Steelworkers of America as Canadian Education and Welfare Director. Later that year he became the union representative of the 5,000-member Steelworkers local at Research Enterprises.

When the big steel strike took place in 1946 he was placed in charge of picketing

and strike welfare administration at the Stelco plant in Hamilton. As Welfare Director of the Steelworkers, he was in charge of a number of other important strikes.

In 1947 he was successful in obtaining the co-operation of a number of unions to conduct Canada's first CIO-CCL-sponsored union summer school at Geneva Park. The next year, when an Education Committee of the CCL was established, he travelled from coast to coast conducting union institutes in co-operation with local labour councils.

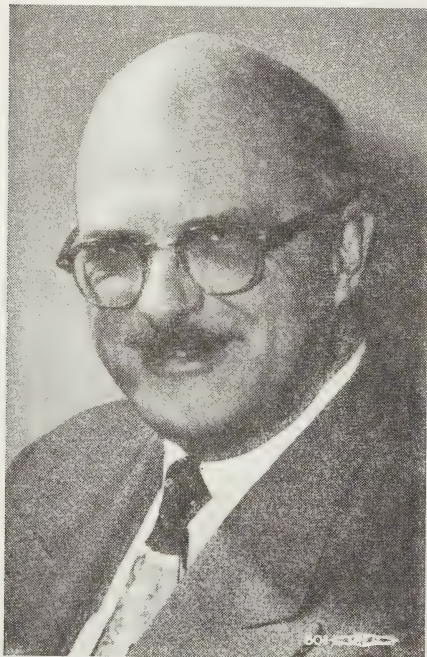
In 1951, when the CCL established a Department of Education and Welfare, Mr. Conquergood became its Director and, with the TLC-CCL merger in 1956, assumed the position he held at the time of his death.

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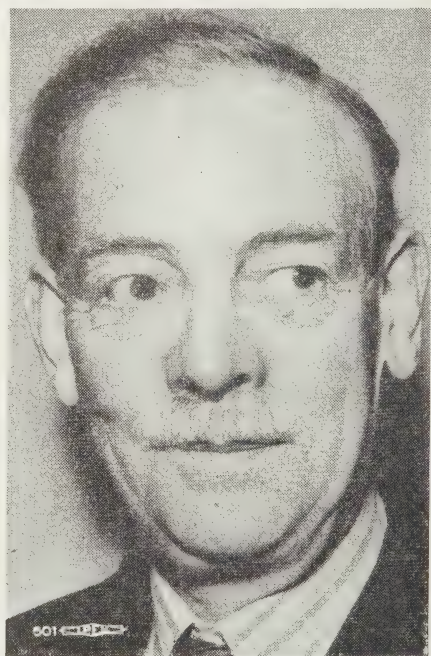
## **Was TLC Officer, J. W. Buckley Dies**

Secretary-Treasurer of the Trades and Labour Congress from 1947 to 1949, John W. Buckley died in Toronto October 18 at the age of 76 years.

Previously, he had been since 1928 Secretary of the Toronto and District Trades and Labour Council and was TLC Vice President from 1941 to 1947. In 1929 he was TLC fraternal delegate to the Trades Union Congress.



**Howard Conquergood**



**John. W. Buckley**



Born in Manchester, England, Mr. Buckley came to Canada in 1907 and trained and worked as a carpenter with the Canadian National Railways and Canadian Pacific Railway Company for a period of 30 years.

Following his retirement he served as a referee for unemployment insurance.

## **Death Claims Two Men Well-Known to Labour**

The deaths occurred during September of two persons well-known to Canadian trade unionists.

S. Harry McLaren, former Executive Director of the Unemployment Insurance Commission, died September 2 at the age of 65 years.

On September 15, Abraham Kirzner, former business agent in Toronto of the International Ladies' Garment Workers' Union, died at the age of 73 years.

Mr. McLaren, who had previously served as Chief Treasury Officer, Dependents' Allowance and Assigned Pay, became Chief Treasury Officer of the Unemployment Insurance Commission on its organization in 1941. Two years later he was named Assistant Director of Mobilization under National Selective Service. He became Executive Director of the UIC in 1945, retiring from that post in October 1954.

Mr. Kirzner had served on the ILGWU staff as organizer and business agent for more than 30 years until his retirement in 1953. He had been Vice President of the Jewish Labour Committee, Chairman of the Advisory Committee of the Garment Industry of Ontario, and a leading member of the Workman's Circle of Toronto.

## **Promotions, Elections Of Labour Interest**

Vancouver trade unionist Herb Flesher has been appointed chief of the Labourers' Union for Western Canada. A former President of the Vancouver Building Trades Council, he succeeds the late Carl Berg as Manager of the Western Canada sub-regional office of the International Hod Carriers, Building and Common Labourers' Union.

William Buss of Toronto has been re-elected for a second term as President of the 36,000-member National Union of Public Employees. Thomas Lewis of Vancouver, Jack Raysbrook of Hamilton and Harley Horne of Calgary have been elected Vice Presidents of the union. Robert Rintoul of Ottawa continues as National Director.

Mort Brandenburg of Tenafly, N.J., has been elected President of the 32,000-member

Distillery Workers' Union. A former Vice President of the Union, and President of its 1,800-member Local 2 in New York, he succeeds Joseph O'Neill of Chicago.

A. L. McGregor, former assistant superintendent for the Canadian Pacific Railway Company in Ottawa, has been appointed Labour Relations Manager at the railway's Montreal headquarters.

## **U.N. Creates Special Fund For Technical Assistance**

A special fund designed to enlarge the scope of existing United Nations programs of technical assistance to underdeveloped countries was created by the U.N. General Assembly on October 15. The fund is expected to have an initial working capital of \$100,000,000.

The resolution setting up the fund said it might be used initially in carrying out surveys, research and training, demonstrations and pilot projects; but it should concentrate as far as practicable on "relatively large" projects rather than spreading its resources thinly over a large number of small ones.

Participation in the fund will be limited to member states of the United Nations, its specialized agencies and the International Atomic Energy Commission.

In 1957, under its Expanded Program of Technical Assistance, the United Nations spent \$25.79 million on operations in 132 countries and territories, it has just been reported.

Seventy-four per cent of the total expenditure was devoted to providing the services of experts, compared with 16 per cent applied to fellowships and study grants, and 10 per cent to equipment and supplies.

Of a total of 2,513 experts, Canada provided 98; it also accommodated 33 fellows.

### **Canada's Share \$2 Million**

The money for the program is contributed by member states of the United Nations. In 1957, 84 governments pledged \$30.84 million, of which more than 90 per cent was paid up. Pledges—all of which have been met—from Commonwealth countries amounted to \$5.62 million, of which Canada's share was \$2 million and Britain's \$2.24 million. The United States pledge amounted to more than \$15 million, and that of Russia to \$1 million.

The distribution of the expenditure among the regions of the world was: Asia and the Far East, 32.6 per cent; Latin America, 28 per cent; the Middle East, 19.2 per cent; Africa, 11.3 per cent; Europe, 7.2 per cent; and inter-regional projects, 1.7 per cent.

## **QFL Brief Urges Changes In Labour Relations Act**

The right of association with freedom of association as its corollary is illusory unless individuals have a right to exercise it in full liberty, the Quebec Federation of Labour said in a brief presented to the provincial Government October 23.

The brief, read by the Federation's president Roger Provost to Premier Maurice Duplessis and members of his Cabinet, said that the least mistake, the least omission, no matter how small, on an application for certification immediately and irrevocably led to the rejection of the application.

It said that the prohibited practices outlined in the Quebec Labour Relations Act had remained "a dead letter" as far as management was concerned. They did not prevent intimidation, nor management intervention, nor dismissal for union activities.

"The employers who refuse to their employees the right of union, and they are numerous, make fun of the law for the simple reason that it does not carry adequate penalties. The penalty is so light that it does not even act as a preventive," the brief declared.

"Unless the law is immediately amended, we cannot figure any other means of preventing prohibited practices in the future, but the more frequent recourse to strike, no matter by what name it may be described. In the present context, all other recourses have proved to be ineffective and futile."

The brief complained of the slowness of labour hearings and proceedings and asked that the procedure be changed to promote more speed.

The Federation suggested that the Labour Relations Board be made up of equal numbers of employers' and unions' representatives.

It repeated a request that lists of available and competent persons who have been approved in advance by employers' associations and labour organizations be used by the Minister of Labour when naming chairmen of conciliation boards.

Referring to police action during strikes, the brief said police should be a force of order, not repression; nor should they be the employers' instrument.

The Federation criticized delays within the Workmen's Compensation Board and asked that a complete investigation of the Board's operations be held.

Legislation, such as existed in six other provinces, prohibiting discrimination because of race, creed or colour was urged by the brief.

## **Premier's Reply**

Premier Duplessis said he recognized fully the workers' right to associate. In fact, he said, it was not only a right but a duty. However, holding more strikes was not the right way to solve things, he warned.

Democracy, he said, existed to serve all the people, not just one class.

The Premier declared there was not one province in Canada or one state in the United States where working conditions had improved more than in the province of Quebec.

The right to strike, he said, was an extraordinary right, not to be used lightly. "All suffer when there is a strike," he said. "It is a major operation. You do not operate on a man's heart if he has a toothache."

Premier Duplessis disagreed with many of the statements contained in the brief.

"You should not see injustices where they do not exist," he said, nor should you see them only on one side."

## **Newfoundland Federation Holds 22nd Convention**

Delegates to the 22nd annual convention of the Newfoundland Federation of Labour were warned by President Doyle Sharpe that there are "dark clouds on the horizon for Labour".

One dark cloud he mentioned was that employers are introducing "high-pressure salesmen" into Canada who are trying to establish right-to-work laws. Another was the increase in anti-labour propaganda; this must be guarded against, he warned.

Labour Minister C. H. Ballam, addressing the convention, praised the work of the apprenticeship division of his department. He noted that since 1953, some 1,000 young men have entered training, 300 have graduated, 600 are still in training, while about 100 have dropped out. He felt no division of the department was more important than apprenticeship.

CLC President Claude Jodoin and Premier J. R. Smallwood were present at the convention.

Harvey Ladd, President of District 2, International Woodworkers of America, explained why the IWA had gone into Newfoundland: primarily, to get fair treatment for loggers.

The IWA was currently seeking a proper wage scale for the logger, he explained. The mill worker gets \$1.72 an hour, he said, and there was no reason why the logger should be satisfied with the \$1.05 he is paid.

Mr. Ladd said he foresaw the day when the paper mill workers and the woodworkers would attend a convention as

members of the same union, following a merger of the two groups. He suggested the merged union might be called the United Forest Products Workers of America.

A resolution calling on the NFL to approach the provincial Government for enactment of legislation to compel industries employing more than 200 to establish pension plans was rejected when it was learned that the Canadian Labour Congress was trying to obtain similar legislation on a national level from the federal Government.

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### **UMW Convention Forced To Extend over 3 Weeks**

The annual convention of the United Mine Workers, District 26, originally planned to last two weeks, was forced to extend into a third week by the large number of resolutions submitted. (An account of the first week's proceedings appeared in the October issue, page 1106.)

Among the more important subjects on which resolutions were presented were: wage increases, overtime rates and extra pay for work on Sundays and holidays, excessive overtime working, paid vacations, improved payments and extended coverage of miners under workmen's compensation legislation, provision of better first aid facilities underground, and improved pension plans.

The convention discussed recommendations of the policy committee that called for a target of a wage increase of 20 cents an hour in forthcoming negotiations, and incorporation into the basic wage of the present production bonus of \$1 a day. The demands would have the effect of increasing the basic rate to about \$14 a day from the present \$11.54.

The union's current two-year contract, which gained miners their first wage increase in six years, expires in December.

Other recommendations of the committee included proposals for: eight paid statutory holidays a year; time-and-a-half for all overtime over eight hours and double time for Sundays and holidays; and three weeks vacation with pay a year.

A strong demand for more comprehensive coverage of miners by workmen's compensation, elimination of delays in processing cases, and recognition of the hazards of mechanical mining by classification of new occupational diseases allegedly resulting from it, was made in a number of resolutions passed by the delegates.

The convention unanimously approved a recommendation calling for more and better first aid and medical equipment in mines.

The delegates approved action by union officers to secure a pension plan, if possible

non-contributory, and also voted them constitutional authority to extend existing contracts with employers pending agreement on new ones. The committee's recommendation did not rule out a suitable contributory pension plan, if one could be arranged.

There were numerous complaints about the excessive amount of overtime that was said to be required of miners, sometimes under threat of dismissal. Many miners were said to be working 11 hours a day, instead of the statutory eight hours. Some delegates said that inefficient management was the chief cause of excessive overtime working.

The convention supported a resolution that pressed for the establishment of a provincial coal marketing board; this, it was said, would enable smaller operators to get a fair share of the market and would provide year-round work for their employees.

The convention accused Canadian industry of pronouncing a sentence of "industrial death" on many workers over 40 years of age. The submission of a brief to the federal Government on the subject was approved.

Strong resentment was expressed against the Nova Scotia Power Commission for its action in closing down its Inverness thermal power plant.

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### **Railroad Trainmen Mark 75th Anniversary**

The 75th anniversary of the founding of the Brotherhood of Railroad Trainmen was observed September 23 with ceremonies at Oneonta, N.Y., where the union was organized.

On hand for the occasion was 94-year-old Elmer Wessell, believed to be the only surviving charter member of the Brotherhood.

Among those sending messages of congratulation to the Brotherhood on the anniversary were Hon. Michael Starr, Canada's Minister of Labour, and CLC President Claude Jodoin.

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### **Teamsters Call New Convention**

The Executive Board of the International Brotherhood of Teamsters voted last month to call a special convention and election of officers sometime after February 1, 1959.

This prompted the court-appointed Board of Monitors for the Teamsters to file suit in attempt to prevent such an election. The Board, with the Teamster representative dissenting, held that the union was not yet ready "to provide for the holding of a truly representative convention".



## **B.C. Unions Urge Publicity For Fair Practices Act**

The need for a continuing educational program to inform racial groups of their rights under the Fair Employment Practices Act was stressed by the Human Rights Committee of the B.C. Federation of Labour in a recent brief to the provincial Cabinet.

Most persons referred to the Committee were not aware of their rights under the Act and many did not know of the existence of the Act, the brief stated.

The brief suggested several methods by which the government might publicize the Act.

### **Amendment Sought**

An individual, the brief said, was hesitant about filing a complaint concerning discrimination because the onus would be on him to initiate and sign the alleged violation. It asked that the Act be amended so that interested organizations or friends could file complaints on behalf of these individuals.

It requested legislation to end restrictive covenants in real estate transactions that restrict the sale of property to persons of certain races, colour, religion or national origin.

In presenting their brief the labour delegation pointed out that a study of employment application forms, including some of the largest firms in British Columbia, had shown that the majority contained discriminatory questions, including queries on place of birth, citizenship, religion and military service.

## **NUPSE Solidly Against Compulsory Arbitration**

A resolution expressing opposition to any form of compulsory arbitration was unanimously adopted at the annual convention of the National Union of Public Service Employees (CLC), held October 1-4 at Hamilton, Ont.

"As soon as compulsory arbitration comes in, collective bargaining goes out the window," said S. A. Little, the Union's Director of Organization. He accused municipalities of failure to accept their responsibility to bargain collectively with their employees.

Another resolution adopted unanimously demanded that both the production and distribution of natural gas be made a public utility. Francis Eady, education officer, suggested an Ontario natural gas commission similar to that which had led to the creation of the Ontario Hydro Electric Power Commission.

The delegates expressed opposition to Section 78 of the Ontario Labour Relations Act, which permits municipal councils to exclude their employees from the Act.

NUPSE President James E. Clark reported that there had been no marked progress towards merger with the National Union of Public Employees.

Speakers at the convention, which was attended by 150 delegates representing 18,000 workers in civic, utility and hospital employment, included President Claude Jodoin of the Canadian Labour Congress; President W. J. Smith of the Canadian Brotherhood of Railway, Transport and General Workers; and Larry Sefton, Director of District 6, United Stelworkers of America.

James E. Clark was re-elected President of the Union. The three Vice Presidents were also re-elected: K. Cummings, F. O. Rogers and C. C. Mains.

## **ITU Convention Approves Overhaul of Constitution**

At its 100th convention, held in San Francisco August 16 to 22, the International Typographical Union almost unanimously approved an overhauling of its general laws and by-laws.

Delegates approved a transfer from the general laws to the by-laws of those rules that were considered to be related to the union's self-government only. Left in the general laws were those matters considered necessary in a collective agreement.

The ITU had traditionally attached a copy of its general laws to any contract with an employer to ensure that only ITU members would be employed in the composing rooms of printing plants. The United States National Labor Relations Board has ruled that the Taft-Hartley Act made such contracts illegal.

In a statement in the *Typographical Journal*, ITU President Elmer Brown explained that Canadian locals should not alter their previous policy of negotiating closed shop contracts, which are legal in Canada. "The ITU will not approve a contract in Canada that does not provide for a closed shop," he wrote.

### **Bar Non-Union Printing**

The convention adopted an amendment to the by-laws that will prohibit the distribution at ITU conventions of any printed matter "unless it bears either the Allied Printing Trades Council or the Typographical Union label".

The delegates voted down 37 proposed amendments that would have increased

expenditures from the union's general fund, pension and mortuary funds, and defence fund because no proposed amendment provided for additional revenue for the funds.

### **ICWU Approves Merger Talks with Oil Union**

A "Memorandum of Understanding" that contains a schedule for discussions on the proposed merger of the International Chemical Workers Union and the Oil, Chemical and Atomic Workers International Union gained overwhelming approval at the 15th annual convention of the ICWU in Washington last month.

The Union's President, Walter L. Mitchell, was re-elected by acclamation, the first time in six years that there has been no contest for the office. Secretary-Treasurer Marshall Shafer and four of the nine Vice Presidents, including Canadian Vice President Gordon McIlwain, were also returned by acclamation. In the five vice-presidential contests, three incumbents were returned, two defeated.

The question of a change from annual to biennial conventions was deferred until next year. A proposal to change the name of the ICWU to give recognition to workers in the gas, atomic and mining industries was referred to the executive board for further consideration.

A proposal to increase per capita tax to establish a full-time health and safety department was voted down.

### **IWA, Paper Mill Workers Moving towards Merger**

As the result of a pact signed at Portland, Ore., in October, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC), representing 34,000 Canadian workers, and the International Woodworkers of America (CLC), representing 44,000 Canadians, will likely merge into one union.

In announcing a two-year, 10-point agreement, the unions advised that it was drawn up to determine how well the two can work together. Should they decide to merge, the question will be put to the unions' 1959 conventions.

Under the agreement for merger, the unions will participate in organizing, will exchange copies of collective bargaining contracts, co-ordinate their research, and assist each other in strike or picket action.

Total membership of the IWA is 130,000; of the Pulp and Sulphite Workers, 166,000.

### **Nova Scotia 7th Province To Enter Hospital Plan**

Seven of Canada's 10 provinces are now active participants in the federal-provincial hospital insurance scheme, following the signing last month of an agreement between the federal Government and the Government of Nova Scotia.

The Nova Scotia plan becomes effective January 1, on the same day citizens of the province will start paying a 3-per-cent retail sales tax to finance the province's share of the cost. Taxes on tobacco and liquor also will be increased.

#### **Out-Patient Services**

Nova Scotia's plan provides one of the broadest ranges of out-patient services made available so far in any participating province.

It is anticipated that hospital insurance for the first year will cost \$12,756,000. The province's share is expected to amount to \$5,434,000.

The agreement was signed by Hon. J. Waldo Monteith, Minister of National Health and Welfare, and Hon. Richard A. Donahoe, Nova Scotia Minister of Public Health.

### **Housing Starts in August Advance 15 Per Cent**

Starts on the construction of new dwelling units in August advanced 15 per cent to 15,664 from the year-earlier total of 13,578, the Dominion Bureau of Statistics announced last month.

In the January-August period, starts were at an all-time high: 103,634, some 36.5 per cent greater than 1957's like total of 75,937.

Completions in August were 50 per cent higher than in August 1957, 12,707 compared with 8,488. Completions in the first eight months this year were also at a new peak, 80,675, a rise of 19 per cent over last year's comparable total of 67,633.

The previous eight-month record for starts was set in 1955, when 90,849 units were started in the January-August period. The previous record for completions in the year's first eight months was 78,407, established in 1956.

Units under construction at the end of August 1958 numbered 94,889, up 24 per cent from 76,623 under construction at August 31, 1957.

In the United States, housing starts in August rose to 119,000 compared with 111,000 in July and 100,000 in August 1957.

## **Revised Bulletin Ready on Workmen's Compensation**

A revised edition of the Department's bulletin, *Workmen's Compensation in Canada, A Comparison of Provincial Laws*, is now available from the Queen's Printer, Ottawa.

Prepared by the Legislative Branch, the bulletin has been brought up to date as of June 1958, and contains changes made at 1957 and 1958 sessions of provincial Legislatures. The previous revision was issued in December 1956.

One of the important changes noted in the bulletin is that the percentage rate of average earnings on which compensation is based was raised from 70 to 75 per cent in New Brunswick, to take effect on January 1, 1959. With this change, compensation for disability will be paid in all provinces but Nova Scotia on the basis of 75 per cent of earnings. In Nova Scotia, the rate is 70 per cent.

The maximum annual earnings on which compensation may be computed were increased from \$3,000 to \$4,000 in New Brunswick in 1957, and from \$2,700 to \$3,000 in Prince Edward Island in 1958. The ceiling on earnings under the Acts is now \$3,000 in four provinces; \$3,500 in one; \$4,000 in three others; and \$5,000 in two provinces (Ontario and Saskatchewan).

In 1958 the monthly allowance to a widow was raised from \$50 to \$65 in Manitoba. In New Brunswick, all widows' pensions which were being paid according to lower scales of benefits were raised to the current level of \$50 a month. Monthly benefits to children were increased in Prince Edward Island and Saskatchewan in 1957 and in Manitoba in 1958. In New Brunswick, provision was made in 1957 for payment of all children's allowances, regardless of the date of the accident, according to the present scale of benefits. In Ontario, the lump sum payment to a widow and the allowance granted for burial expenses were both raised from \$200 to \$300.

The Newfoundland Workmen's Compensation Board was authorized to spend up to \$25,000 in a year in providing disabled workmen with necessary academic and vocational training. In New Brunswick, the Board was empowered to spend up to \$50,000 in a year, instead of \$15,000, in rehabilitation of injured workmen.

The New Brunswick Board was given authority to make safety regulations for the industries of construction, demolition and excavation.

The pamphlet describes the collective liability system of workmen's compensation in effect in each of the Canadian provinces,

and discusses in some detail the main points of the legislation, including administration, coverage, waiting period, medical aid, rehabilitation and accident prevention.

Benefits payable to injured workmen or to their dependants in fatal cases are set out in the form of tables. A table of occupational diseases indicates the provinces in which each disease is compensated.

The bulletin is available in both English and French from the Queen's Printer at 25 cents a copy.

## **Textile Wage Index Rose 4.7 Per Cent in Year**

The index of wages for the primary textiles industry rose 4.7 per cent between October 1956 and October 1957, according to the fifteenth of the annual series of reports on wages and hours, which has just been released. Prepared by the Economics and Research Branch of the Department, the bilingual report, entitled *Wages and Hours—Primary Textiles Industry 1957*, may be obtained free from the Queen's Printer.

The wage index numbers of each of the four divisions of the industry also rose during the period, the percentage increases being: cotton yarn and cloth, 3.2; woollen yarn and cloth, 6.4; hosiery and other knitted goods, 5.4; synthetic and silk textiles, 4.4. These increases were slightly larger than those shown in 1956, except in the cotton industry, where the rise was smaller.

The report contains tables which show average wages and numbers of workers for representative occupations in each of the four divisions of the industry for the whole country and for the main geographic regions. Average wages for Canada as a whole ranged from 76 cents an hour for female general labourers to \$2.03 for male round heel knitters, 60 gauge.

Another table shows that the standard work week was 40.7 hours in the cotton yarn and cloth division, 45.1 in woollen yarn and cloth, 43.8 in hosiery and other knitted goods, and 44.3 hours in synthetic and silk textiles.

## **All U.S. Auto Firms Sign Similar Pacts with UAW**

Three-year agreements with the United Automobile Workers signed early in October by General Motors Corporation and Chrysler Corporation in the United States, and by American Motors about two weeks later, were the same in their main provisions as the contract signed by the Ford Motor Company and the union in the middle of September (L.G., Oct., p. 1103).



## manpower and labour relations

# REVIEW

ECONOMICS AND RESEARCH BRANCH

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### Current Manpower Situation

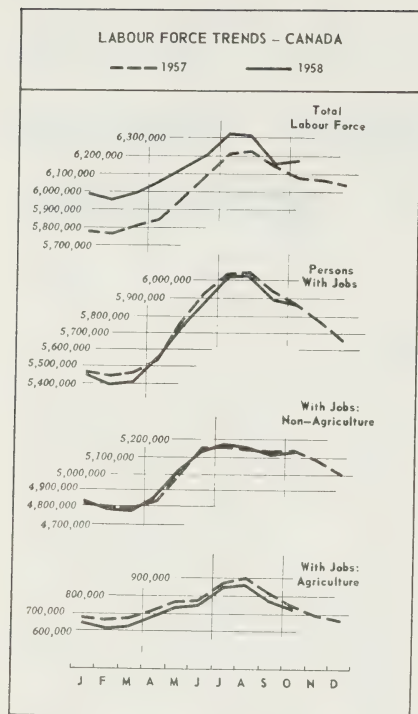
Employment has shown little change since the notable recovery of the early spring months. After adjustment for seasonal variation, the employment estimates have fluctuated since that time within a fairly narrow range. In October it was a little over 1 per cent above the March low, and a little less than 1 per cent below the 1957 peak.

The pause in the recovery of employment is partly attributable to temporary factors, many of which have been eliminated in recent weeks. By the end of October strike settlements had been achieved in the construction, steel and shipbuilding industries; logging in British Columbia resumed after an enforced shutdown of unusual length, and automobile production was fully under way after a series of interruptions. These developments, while not in themselves a strong stimulus to a general advance in employment, have cleared away some of the obstacles to further recovery.

The maintenance of employment levels in the past month or two has depended to a considerable extent on the increasing requirements of various service activities. Education and health services in particular have absorbed a considerably greater number of workers this autumn than they did in past years. The number employed in the service industry as a whole in October was estimated to be 1,312,000, almost 7 per cent greater than a year ago. In finance, insurance, real estate and public utilities employment was moderately higher than a year ago, but in all other industries it was down.

Residential construction increased again in October, raising the annual rate to a level not far short of the record achieved at the beginning of this year. In non-residential construction, activity was still well down from a year earlier although the decline appeared to have been halted. In the third quarter, the value of contracts awarded for both business and engineering projects showed an encouraging increase over last year, more than offsetting a decline in the value of industrial work. This fall, construction employment fell off more sharply than usual, partly as a result of labour disputes in Toronto and Vancouver. Hiring of a considerable number of workers followed strike settlements in these centres.

The situation in manufacturing also showed some improvement towards the end of October. Steel and shipbuilding workers were back at work following strike settlements although the strike continued at the International Nickel plants in Sudbury and Port Colborne. The automobile industry was at full-scale production following a temporary shutdown of General Motors plants caused by a shortage of imported parts. There were some further layoffs in



railway rolling stock, aircraft and ship-building, but production in most other sectors of manufacturing appeared to be stable or rising moderately.

Unemployment and less than full-time employment were still at a considerably higher level than last year. The number working less than a full week because of short time or turnover was estimated to be 75,000 in October, compared with 65,000 a year earlier. The number on temporary layoff was 16,000 (12,000 a year earlier) and those without jobs and seeking work numbered 313,000 (211,000 last year). The estimate of job seekers was 48 per cent greater than in the same period last year. Between August and October it rose by 12 per cent; last year the increase over this period was 20 per cent. In early November registrations at offices of the National Employment Service were increasing more slowly than last year although they were still at a considerably higher level.

A comparison between current National Employment Service data and those of a year ago reveals a greater number of registrations from both male and female workers, the increase in males being somewhat more pronounced. Among males, the increase was most marked in the 24-44 age group. Registrations of female workers increased most in the "under 20" age group, suggesting that new entrants to the labour force are experiencing difficulty in finding jobs.

Duration of claims for unemployment insurance lengthened moderately over the year. At the end of August, those claiming insurance for three months or more represented 31 per cent of all claimants, compared with 27 per cent a year ago. The number claiming for one month or less was 43 per cent of

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957
Metropolitan.....	1	1	5	4	6	7	—	—
Major Industrial.....	1	1	21	15	4	10	—	—
Major Agricultural.....	—	—	3	2	11	12	—	—
Minor.....	2	1	33	22	23	35	—	—
Total.....	4	3	62	43	44	64	—	—

\* See inside back cover, October issue.

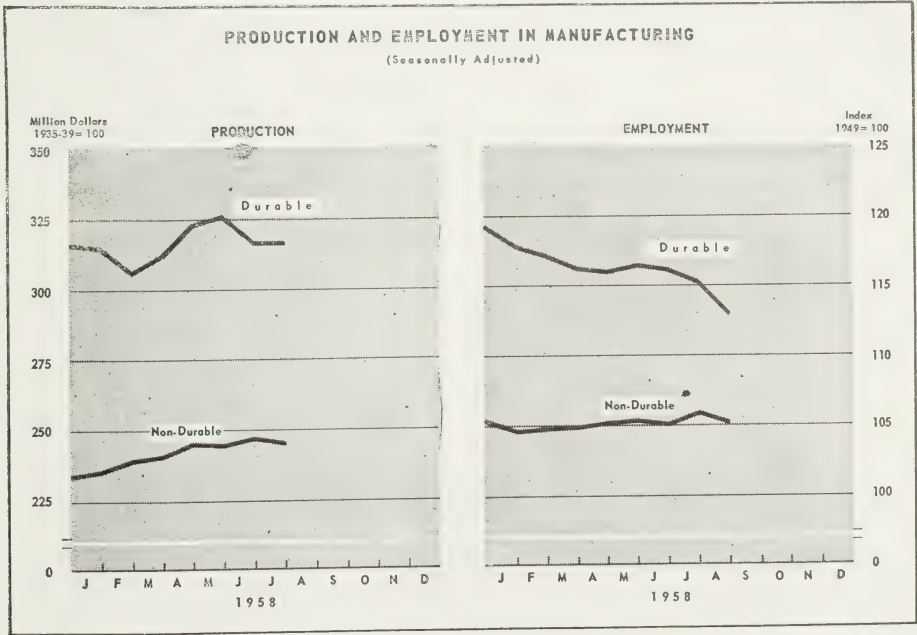
the total, compared with 47 per cent last year. Both male and female workers were claiming for longer periods, although here again the increase was more pronounced among male claimants.

## Recent Production and Employment Trends

The Canadian economy appears to have been marking time since mid-summer after making a fairly strong recovery earlier in the year. Industrial production, on a seasonally adjusted basis, increased from a low of 272.0 (1935-39=100) in December to 279.9 in June but edged down again in July and August. Non-farm employment (seasonally adjusted) expanded by 70,000 between February and July but by October it was only 44,000 above the February low. The recent decline in output and employment can be attributed to a large extent to industrial disputes which involved (directly or indirectly) upwards of 50,000 workers this fall.

Increases in production during the first half of the year have been fairly widely diffused. Moreover, some of the largest gains were recorded in industries which were hardest hit last year. Output of durable goods industries as a whole showed a rise of 6.2 per cent, after allowing for seasonal factors. Production of non-durables, which was less sharply curtailed during the business downturn, showed a more moderate rise. Mining production, seasonally adjusted, increased by 6.1 per cent from the November low, recovering about half of the earlier loss.

The over-all recovery was hampered by weaknesses in a number of key industries. Automobile plants have been operating at a relatively low level all year owing to reduced purchases of new motor vehicles; in the first nine months sales were 10 per cent lower than in the same period last year. Ship-building and railway rolling stock also showed production declines owing to reduced orders. Most other durable goods industries fared relatively well.





Electrical apparatus, household furnishings and building materials showed a noticeable improvement, partly because of the stimulus provided by a record rate of house-building.

Output of non-durables has increased fairly steadily since the January low, although the over-all gain was rather modest. In August, the index stood at 246.3, which was 3 per cent below the 1957 peak. The improvement extended across a broad front, with paper products, textiles, chemicals, food and beverages showing gains.

Buying power was maintained at a fairly high level throughout the recent business decline and has shown additional strength during recent months. Apart from a moderate drop in the first quarter of 1957 personal disposable income has either advanced or held steady since the beginning of the business downturn. Purchasing at the retail level has generally failed to keep pace with the expansion of income, though the current rate of spending is higher than a year ago. Retail sales (seasonally adjusted) registered marked increases between July and August after moving irregularly in the first half of the year. The largest gain occurred in the grocery and combination stores, partly a reflection of higher food prices.

Employment expansion this year (after allowing for seasonal factors) was centered mainly in the service and distributive industries. In the goods-producing industries employment has either continued to decline or has levelled off since the beginning of the year. This tendency for manufacturing employment to lag behind production is typical of the early stages of recovery. Reductions in part-time work and increased hours of work normally precede requirements for additional help. Thus, average hours worked in manufacturing (seasonally adjusted) increased from a low of 39.6 in November 1957 to 40.4 in August 1958.

Currently, most elements of demand appear to be strengthening. The major exception is investment in machinery and equipment, which has dropped very sharply from the high level of the past two years. While domestic manufacturers have borne only part of the burden of this decline (most of the impact having fallen on imports) the effect has nevertheless been considerable, particularly in the manufacture of machinery and other iron and steel products.

Other sources of demand have strengthened. A substantial reduction in inventories of manufactured goods has already taken place, so that new orders are now more likely to result in increased production. At the retail level the stock-sales ratio is lower than last year, though still somewhat higher than in 1956.

Potential buying power has expanded over the past year. From the second quarter of 1957 to the second quarter of 1958 consumer expenditures (after allowing for an increase in prices) increased by only about 1 per cent, while real disposable personal income rose by 6 per cent. This development, together with the net reduction that has taken place in consumer debt, clears the way for an increase in consumer buying.

Government action provides a third major source of strength in the current situation. In the current fiscal year, total expenditure on goods and services by all three levels of government is expected to be about 7 per cent greater than last year. The largest part of the increase is at the provincial and municipal levels. The net increase in the direct demands of the federal Government may be close to 4 per cent. To a far greater extent, the stimulus of federal government action lies in loans and other transfers of funds, such as the substantial support that has been given to housing.

# Current Labour Statistics

(Latest available statistics as of November 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 18	6,177,000	+ 0.3	+ 1.4
Total persons with jobs.....	Oct. 18	5,864,000	— 0.4	— 0.3
At work 35 hours or more.....	Oct. 18	3,477,000(d)	— 32.3	— 0.4
At work less than 35 hours.....	Oct. 18	2,197,000(d)	+ 291.6	+ 3.2
With jobs but not at work.....	Oct. 18	190,000	0.0	— 26.9
With jobs but on short time.....	Oct. 18	47,000	— 11.3	+ 20.5
On temporary layoff for the full week.....	Oct. 18	16,000	+ 14.3	+ 33.3
Persons without jobs and seeking work.....	Oct. 18	313,000	+ 15.5	+ 48.3
Persons with jobs in agriculture.....	Oct. 18	729,000	— 5.8	— 1.9
Persons with jobs in non-agriculture.....	Oct. 18	5,135,000	+ 0.4	0.0
Total paid workers.....	Oct. 18	4,692,000	— 0.3	+ 0.2
<i>Registered for work, NES (b)</i>				
Atlantic.....	Oct. 16	33,100	— 2.4	+ 10.3
Quebec.....	Oct. 16	102,400	+ 4.5	+ 38.2
Ontario.....	Oct. 16	124,400	+ 4.8	+ 15.1
Prairie.....	Oct. 16	38,800	+ 11.8	+ 28.5
Pacific.....	Oct. 16	43,800	+ 4.8	+ 20.7
Total, all regions.....	Oct. 16	342,500	+ 4.7	+ 22.9
Claimants for Unemployment Insurance benefit.....	Oct. 1	282,587	— 4.1	+ 24.7
Amount of benefit payments.....	September	\$19,854,067	+ 1.9	+ 43.8
Industrial employment (1949 = 100).....	Sept. 1	121.5	— 0.4	— 4.8
Manufacturing employment (1949 = 100).....	Sept. 1	111.3	— 0.5	— 6.1
Immigration.....	1st. 6 mos.	67,744	—	— 62.9 (c)
Destined to the labour force.....	1st. 6 mos.	35,742	—	— 65.8 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	August	894	— 9.5	—
Number of workers involved.....	August	225,692	— 35.8	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	October	48	—	— 1.8 (c)
No. of workers involved.....	October	40,037	—	+ 14.6
No. of days lost.....	October	828,890	—	+ 74.6
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Sept. 1	\$70.72	— 0.1	+ 3.3
Average hourly earnings (mfg.).....	Sept. 1	\$1.64	— 1.0	+ 2.9
Average hours worked per week (mfg.).....	Sept. 1	40.6	+ 0.7	0.0
Average weekly earnings (mfg.).....	Sept. 1	\$66.67	— 0.3	+ 2.9
Consumer price index (av. 1949 = 100).....	Oct. 1	126.0	+ 0.3	+ 2.1
Real weekly earnings (mfg. av. 1949 = 100)...	Sept. 1	127.2	— 0.6	+ 1.0
Total labour income.....\$000,000	September	1,404	+ 13.0	+ 13.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	September	288.2	+ 3.4	— 1.3
Manufacturing.....	September	278.1	+ 1.5	— 2.5
Durables.....	September	307.1	+ 0.9	— 4.4
Non-Durables.....	September	259.6	+ 1.9	— 1.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(d) Due to Thanksgiving Day being in the survey week.

# Labour-Management Relations

At mid-November collective bargaining was underway in many industries throughout the country, including pulp and paper, building construction, aircraft and public utilities. Significant settlements were reached in the steel industry in Hamilton and Sault Ste. Marie. The time loss caused by strikes and lockouts in the four-week period ending in mid-October was substantially higher than in the previous four-week period, but in recent weeks strike activity has again diminished.

Agreements in the steel industry, covering 16,000 workers, highlighted the bargaining scene. A three-year contract with the Algoma Steel Corporation was signed early in November in Sault Ste. Marie, followed by a contract of similar duration with the Steel Company of Canada in Hamilton, which terminated a strike lasting three months.

Important settlements also took place in the shipbuilding, construction and pulp and paper industries. Agreements were reached covering some 7,500 workers in the pulp and paper industry in Ontario and Quebec. The work stoppage affecting approximately 15,000 construction workers, precipitated by a dispute between the Toronto Builders' Exchange and the Plasterers and Cement Masons Union, ended on November 3 and at the same time a three-year contract was signed between the Exchange and the carpenters' union. Agreement with the plasterers was reached on November 6. After lengthy conciliation, a two-year agreement was signed between the City of Toronto and some 2,400 municipal employees. In Quebec, a strike involving 1,500 shipbuilders was ended with the signing of a 2½-year contract with Davie Shipbuilding Limited.

## General Wage Changes

No general wage increases in the period October 1, 1957 to September 30, 1958 were reported by 52 per cent of the 989 establishments that responded to the department's semi-annual wage change survey.\* This represents a considerable rise in the percentage reporting no increase during the past two years.

The table below shows that the trend this year has been towards fewer wage increases in all the ranges shown except in the "less than 5 cents" group.

The term "general increase" means those affecting more than 50 per cent of an establishment's non-office employees.

GENERAL WAGE RATE CHANGES, 1957-1958

General Wage Rate Changes in Cents per Hour	Per Cent of Establishments		
	Oct. 1, 1955 to Sept. 30, 1956	Oct. 1, 1956 to Sept. 30, 1957	Oct. 1, 1957 to Sept. 30, 1958
Total (989 establishments).....	100	100	100
No general increase.....	39	34	52
General increase.....	61	66	48
Less than 5 cents.....	10	9	10
5 cents.....	9	7	7
5.1-9.9 cents.....	19	26	18
10 cents.....	5	7	3
10.1-14.9 cents.....	11	9	6
15 cents and over.....	7	8	4

\*Every six months the Economics and Research Branch of the Department of Labour surveys approximately 1,000 manufacturing and non-manufacturing establishments of varying size, not all of which have collective agreements. The results of this survey should be distinguished from those of recent agreement settlements that were published last month. (L.G., Oct., p. 1090).



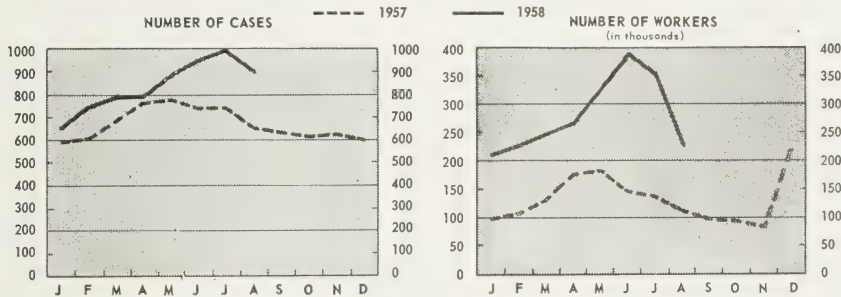
# THE BARGAINING SCENE NOVEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

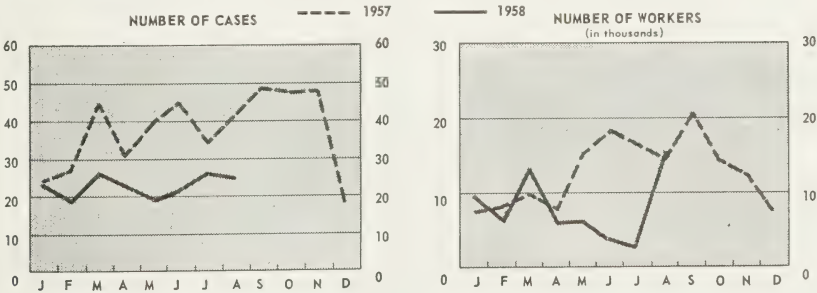
October 1, 1958 to December 15, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	89	402,959
Bargaining carried over from August .....	64	354,522
Terminating in period Oct. 1-Dec. 31 .....	25	48,437
<b>Settlements Achieved Oct. 15-Nov. 15</b> .....	11	32,143
<b>Negotiations Continuing at Nov. 15</b> .....	69	357,281
Bargaining in progress .....	36	121,005
Conciliation in progress .....	22	70,323
Post Conciliation .....	4	141,003
Work Stoppage .....	3	16,374
Arbitration .....	4	8,574
<b>Negotiations not yet begun</b> .....	10	13,536

## CONCILIATION SERVICES IN CANADA



## WORK STOPPAGES ARISING FROM INDUSTRIAL DISPUTES



# Bargaining Status of Major Agreements Reviewed, November 15, 1958

NOTE: n = negotiating. c = conciliation. W/S = work stoppage. B = bargaining. P/C = post conciliation. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Oct.	15-Nov. 15
Abitibi Power, Ontario.....	Carpenters	c	c
Anglo-Nfld. Development, Grand Falls....	4 paper mill unions	c	c
Anglo-Nfld. Development, Grand Falls....	Woodworkers	c	(c)
Avro Aircraft, Malton.....	Machinists	—	B
Bowaters Pulp & Paper, Corner Brook....	4 Paper Mill Union	c	c
CBC, Canada.....	NABET (Broadcasting)	c	c
Canada Paper Co. Ltd., Windsor Mills,Que.	La Fed Nat des Trav de la Pulpe et du Papier Inc.	—	B
The Canadian Lithographers Assoc'n Inc. Eastern Canada.....	Lithographers	n	n
Canadian Vickers, Montreal.....	Various craft unions	n	n
Canadian Vickers, Montreal.....	Syndicate (CCCL)	—	B
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	c	(c)
Canadair, Malton.....	Machinists	n	n
Chrysler Corp., Windsor.....	Automobile Wkrs.	c	c
Dominion Coal Co. Ltd., Nova Scotia....	United Mine Wkrs.	—	B
Dominion Textiles, Montreal.....	Syndicate (CCCL)	c	c
Eastern Car Co. Ltd., Trenton, N.S.....	United Steelworkers No. 1231	—	B
E. B. Eddy, Hull and Ottawa.....	3 paper mill unions	c	B
Edmonton Labour Bureau, Edmonton....	Plumbers No. 488	—	W/S
General Motors, Ontario.....	Automobile Wkrs.	c	(c)
Great Lakes Paper Co. Ltd., Fort William..	Paper mill unions	—	B
Hollinger Consolidated, Timmins.....	Steelworkers	P/C	P/C
Ont. Hydro-Electric Power Commission....	Hydro Empl. Assoc.NUPSE	—	P/C
Imperial Tobacco, Que.....	Tobacco Workers	n	B
John Inglis & Co. Ltd., Toronto.....	United Steelworkers	—	B
International Nickel Co., Port Colborne....	Mine, Mill Wkrs.	W/S	W/S
International Nickel Co., Sudbury.....	Mine, Mill Wkrs.	W/S	W/S
Lakehead Terminal Elevators Assoc'n, Port Arthur, etc.....	Railway and Steamship Clerks No. 650	—	B
Marine Industries, Sorel.....	Syndicate (CCCL)	c	(c)
Massey-Harris-Ferguson, Ontario.....	Automobile Wkrs.	c	c
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	c	c
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	c	c
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	c	c
Motor Transport Ind. Rel. Bureau, Toronto.....	Teamsters	(c)	c
Old Sydney Collieries Ltd., Nova Scotia....	United Mine Wkrs.	—	B
Ontario Hydro Commission, Toronto.....	NUPSE	c	c
Orenda Engines Ltd., Malton.....	Machinists No. 1922	—	B
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs.	c	c
Province of Saskatchewan, Saskatchewan.	United Civil Servants of Canada	n	(c)
Provincial Govt. Saskatchewan.....	Sask. Civil Service Assoc.	n	n
Provincial Transport Co., P.Q.....	Railway Engineers	n	B
Royal York Hotel, Toronto.....	Hotel Employees	n	B
Shipping Federation of Canada, Saint John	Inter. Longshoremen's Assoc'n. No. 273	—	B
The Shipping Federation of Canada, Halifax.....	Inter. Longshoremen's Assoc'n, No. 269	—	B
The Shipping Federation of Canada Inc., Montreal.....	Inter. Longshoremen's Assoc'n, No. 375	—	B
S. Interio Lumberman's Assn., Southern B.C.....	Woodworkers	P/C	P/C
Steel Co. of Canada Ltd., Montreal.....	Steelworkers No. 1195	—	c
Toronto General Hospital, Toronto.....	Bldg. Service Employees No. 204	—	B
Trucking Assn., Montreal.....	Teamsters	c	(c)
Vancouver City of, Vancouver.....	Civic Employees Union (Outside)	—	B
Various Moving and Storage Cos., B.C.....	Teamsters No. 31	—	B

# Manpower Situation in Local Areas

## ATLANTIC

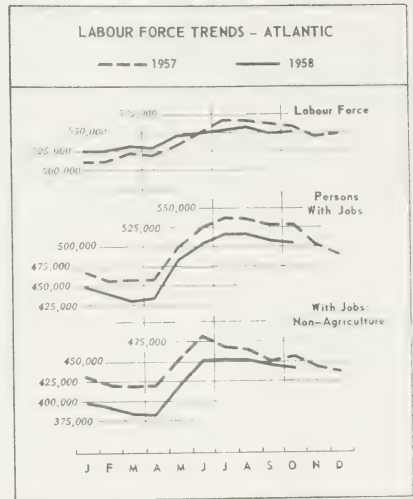
Total employment changed very little in the Atlantic region during October. At October 18, the number of persons with jobs was estimated at 505,000, some 3,000 fewer than in the previous month and 24,000 fewer than in the previous year. The construction industry showed further improvement, helping to offset layoffs in fishing and food processing. Bad weather was reported to have hampered the fishing industry; most canneries were operating on a reduced scale. A smaller than average potato crop was harvested during the month, providing temporary jobs for students, housewives and other seasonal workers. Forestry employment increased moderately in October but remained lower than last year. Coal mines in the Sydney area operated steadily after experiencing a series of shutdowns; but the Springhill Colliery, which was the scene of the recent mine disaster, remained closed.

Current employment trends in manufacturing show little conformity among the four provinces in the region. In New Brunswick and Prince Edward Island total manufacturing employment, on a seasonally adjusted basis, has been rising since early in the summer. Nova Scotia and Newfoundland, on the other hand, have recorded a considerable decline in employment during recent months; in September the year-to-year losses amounted to 6 per cent and 4 per cent respectively.

In New Brunswick the upturn in manufacturing employment was fairly widely diffused. Increases were registered in sawmilling, wood and paper products and foods. Weaknesses persisted in transportation equipment. Total manufacturing employment in the province showed an advance of 5.8 per cent since the low point in March, after allowing for seasonal factors, and was fractionally higher than a year ago.

Manufacturing is of less relative importance in Prince Edward Island than in other parts of the region. Nevertheless, the expansion which has taken place in this province over the past year is significant. The number of workers employed in manufacturing in September was estimated to be about 300 higher than in the same month last year.

In Nova Scotia the declining trend of employment in manufacturing has been shared by virtually all industries. Iron and steel production showed more stability during recent months than earlier this year but was still lower than last year. Shipbuilding and railway rolling stock, which figured prominently in the decline earlier in the year, showed a slight improvement in recent months. Total manufacturing employment (seasonally adjusted) declined by about 7 per cent between January and September, and almost 10 per cent during the past year.





# CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Hamilton Montreal Quebec-Levis St. John's Vancouver-New Westminster	Calgary Edmonton Halifax Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	CORNER BROOK ←	Brantford Cornwall Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sudbury Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivières Victoria	Guelph Kingston Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		BARRIE ← CHATHAM ← Thetford Mines- Mégantic-St. Georges	Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	Sorel ST. STEPHEN ←	BATHURST ← Beauharnois BELLEVILLE TRENTON ← BRACEBRIDGE ← Bridgewater Campbellton Central Vancouver Island Chilliwack DAUPHIN ← Dawson Creek Drummondville Fredericton Gaspé Grand Falls Lindsay Newcastle NORTH BAY ← OKANAGAN VALLEY ← Owen Sound Pembroke PORTAGE LA PRAIRIE ← Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Jean Sault Ste. Marie TRURO ← Valleyfield Victoriaville Woodstock, N.B. YARMOUTH ←	Brampton Cranbrook  Drumheller Edmundston Galt Goderich Kamloops Kentville Kitimat Lachute-St. Therese Listowel Medicine Hat Montmagny St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock- Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For explanation of classification system, see inside back cover, October issue.

Employment losses in manufacturing have been relatively modest in Newfoundland since the beginning of the year. In September total manufacturing employment (seasonally adjusted) was only about 12 per cent lower than in January. Staff reductions in pulp and paper mills were mainly responsible for the initial downturn in employment in this province. This sector of manufacturing has shown more stability during recent months though at a much lower level than last year. In September employment in pulp and paper manufacturing was almost one-fifth lower than last year.

Five of the 21 areas in the region were reclassified during the month, three from balance to the moderate surplus category and two from moderate surplus to the substantial surplus category. At November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 14 (15); in balance, 5 (5).

### Local Area Developments

**Halifax** (metropolitan) remained in Group 3. Construction employment showed a further increase in this area as several new projects were initiated during the month. Manufacturing employment continued to show a year-to-year decline owing to reduced activity in the heavy industries. Clothing and confectionery plants were operating at peak production. The logging industry was very quiet during the month as the summer cut was virtually completed.

**St. John's** (metropolitan) remained in Group 2. Total employment changed very little in this area as some of the major industries showed conflicting trends. Construction activity advanced sharply and for the first time this year a shortage of bricklayers was reported. The fishing industry was hampered by bad weather and a shortage of bait so that the processing plants were very slack. Total landings of fish in Newfoundland showed a 27 per cent year-to-year decline in September. A temporary shutdown occurred at the Wabana Ore Mines in Belle Island during October, resulting in the layoff for one week of 1,400 workers. This mine has been operating at reduced capacity for several months, largely because of a decline in orders from the Dominion Steel Plant at Sydney. Total employment in the St. John's area was virtually the same during October as a year ago.

**Corner Brook** (major industrial) was reclassified from Group 2 to Group 1. Forestry employment declined during the month, reaching a much lower level than last year. Pulpwood requirements at Bowaters Pulp and Paper Mills have been smaller than usual this year owing to the fact that the mills have been operating only five days a week. An increase in institutional building was reported in this area during October, which maintained construction employment at a fairly high level.

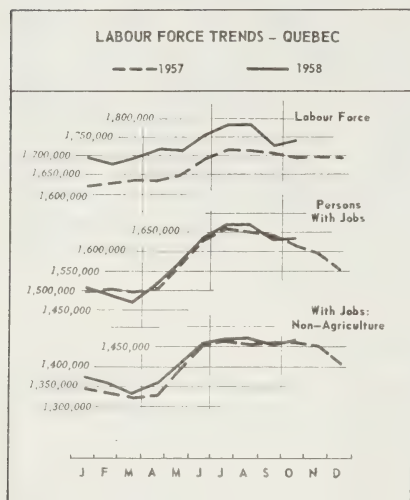
**Truro and Bathurst** (minor) were reclassified from Group 3 to Group 2.

**St. Stephen** (minor) was reclassified from Group 2 to Group 1.

### QUEBEC

In the week ended October 18, the number of persons with jobs in the Quebec region was estimated at 1,635,000, some 5,000 more than the previous month and 15,000 more than in the previous year. The labour force increased more than usual for this time of year and recorded a year-to-year gain of 2.9 per cent. The construction industry remained active, reflecting the high level of housebuilding, though road building declined in some areas. Pulpwood

logging employment continued to rise though somewhat more slowly than it did in September. Manufacturing employment declined moderately during the month owing to layoffs in ship-building and railway rolling stock. Food processing and meat packing plants were busy but staff reductions occurred in the paper products industry.



Apart from seasonal influences, industrial employment showed a moderate decline between June and October. Strike activity and layoffs in the transportation industry were mainly responsible for the drop. Various parts of light manufacturing such as wood and paper products recorded employment gains during recent months but these were modest compared with the losses in shipbuilding, aircraft, and railway rolling stock. Manufacturing employment (seasonally adjusted) declined by about 2 per cent between

June and September. The reduction in total industrial employment was somewhat more moderate.

At November 1, the area classification was the same as a month earlier (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 19 (13); in balance, 4 (10).

### Local Area Developments

**Montreal** (metropolitan) remained in Group 2. Weaknesses persisted in several parts of manufacturing so that total industrial employment was still lower than in October last year. Aircraft and aircraft parts, railway rolling stock and iron and steel products accounted for most of the 7-per-cent drop in manufacturing employment over a year ago. Textiles, clothing, food products and the electrical goods industries showed moderate year-to-year employment decreases in output and employment. Construction employment declined moderately during September and October as some of the larger industrial projects were completed. Housebuilding and road construction showed continuing strength.

**Quebec-Levis** (metropolitan) remained in Group 2. Employment in the area was about 7 per cent lower in September than in the previous year, largely because of reduced activity in manufacturing and logging. At mid-October some 11,000 men were cutting pulpwood in the St. Maurice region compared with 12,000 at the same time last year. The shipbuilding industry had been hampered by a nine-week labour dispute which was settled in October.

## ONTARIO

Employment in Ontario declined during the month. The number of persons with jobs at October 18 was estimated at 2,166,000, a decline of 15,000 from the previous month and of 20,000 from the previous year. The month-to-month decline was entirely due to agriculture. Unemployment increased during the month.



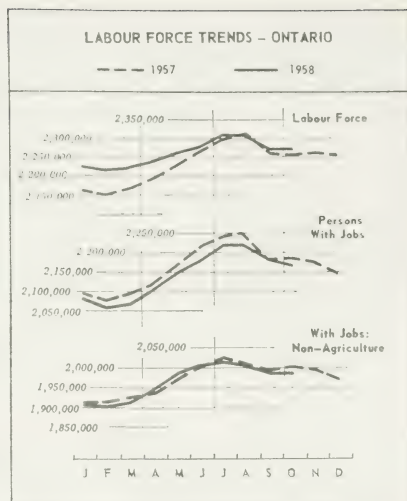
Economic activity in the region was retarded by the effect of strikes in Hamilton, Sudbury and Toronto, which involved more than 40,000 workers, and by work stoppages in the United States, which temporarily interrupted the supply of some automotive parts to Canada. As a result, total non-farm employment remained at about the level of the previous month. However, the settlement of the labour-management disputes in Hamilton and Toronto at the beginning of November removed an obstacle to the resumption of normal activity.

Various manufacturing industries were affected by shortages of materials which resulted in extensive temporary layoffs. In addition, seasonal layoffs took place in canning and food processing. The automobile industry, which had made a promising start on the production of the new car models, received a temporary setback as a result of work stoppages in the industry in the U.S. This caused temporary plant shutdowns at Oshawa and Windsor and layoffs in the motor vehicle and parts supply industries involving about 10,000 workers. As a result, motor vehicle production in October was much below the monthly average for the year. By the end of October, supplies from the United States began to flow again, and the motor vehicle industry was expected to resume normal production in November. Some durable goods industries began to show the effect of steel shortages, although conditions in this industry varied. Activity in the agricultural implements industry remained at a high level, as it did in the radio and television industry. Layoffs and a short-week work pattern continued in the textile industry. The construction industry, which had shown signs of slowdown in September, reversed its trend during October, due particularly to residential construction. The number of housing units started in major centres during the month rose sharply, bringing total starts near the record month of this year. Employment in forestry continued to decline, in contrast to the improvement usual at this season.

Seven of the 34 areas in the region were reclassified during the month, all to categories indicating higher unemployment. At November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 18 (10); in balance, 15 (23).

### Local Area Developments

**Metropolitan Areas where classification unchanged:** *Hamilton* (Group 2). Total employment showed little change during the month but was lower than a year ago. New hirings were reported in the automobile, farm implements, and rubber products industries. A large textile plant discontinued operations, laying off about 500 workers. *Ottawa-Hull* (Group 3). Most industries operated at a high level, and total employment was higher than last year. Forestry operations got underway at a reduced level. *Toronto* (Group 3). The employment situation showed little change from last month



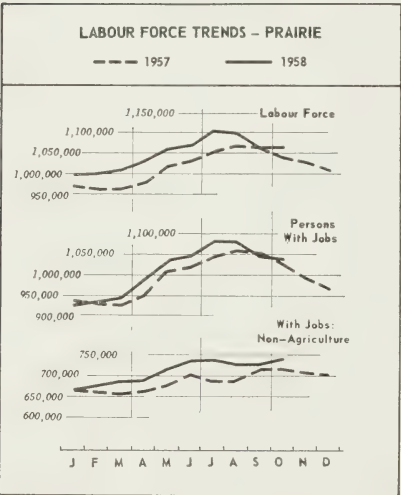
or from last year. In manufacturing, production and sales were generally maintained at the improved level of last month. Steel shortages caused temporary layoffs in some parts of the iron and steel industry. The settlement of the dispute in the construction industry at the beginning of November resulted in a substantial amount of rehiring in the industry.

**Windsor** (metropolitan) was reclassified from Group 2 to Group 1. Employment showed a seasonal decline, the result of seasonal layoffs in agriculture and food processing, and was much lower than a year earlier. The automobile strike in the United States resulted in a temporary shutdown of the General Motors plant. The construction industry showed signs of weakening.

**Timmins-Kirkland Lake** (major industrial) was reclassified from Group 3 to Group 2. Termination of the pipeline construction in the area and a seasonal decline in activity in sawmills were mainly responsible for the reclassification.

**Major Agricultural Areas reclassified from Group 3 to Group 2: Barrie and Chatham:** Seasonal decline in agricultural activity and termination of seasonal operations in the canning and food processing industry resulted in the reclassification of both areas.

PRAIRIE



Employment in the Prairie region declined during the month. Persons with jobs at October 18 were estimated at 1,041,000, some 6,000 fewer than the previous month but 17,000 more than a year earlier. Unemployment increased moderately during the month but was relatively lower than in any other region. Agricultural employment dropped seasonally by 19,000 from the previous month and by 11,000 from the previous year, whereas non-agricultural employment rose by 13,000 over the month and by 28,000 over the year.

The notable increase in non-agricultural employment was due in large measure to an unprecedented rise in construction, particularly home construction.

The number of houses started in larger centres during the month rose sharply from a month earlier and was almost three times as high as a year ago. Total manufacturing employment showed considerable strength during the month although some weaknesses appeared in iron and steel and transportation equipment. Small seasonal layoffs occurred in the clothing industry, which has completed the fall and winter production. Forestry operations are gradually getting underway, and employment in forestry showed seasonal increases in most areas. The transportation industry showed little change; minor layoffs of railway crews were offset by recalls from grain elevators, which showed a considerable increase in activity. Employment in trade and finance remained steady. The service industries showed the usual seasonal decline in employment.

Only two minor areas out of the 20 labour market areas in the region were reclassified, both from the balance to the moderate surplus category. At November 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 4 (0); in balance, 16 (20).

### Local Area Developments

**Calgary** (metropolitan) remained in Group 3. Employment showed little change from the high level of the previous month and remained slightly lower than a year ago. Unemployment increased slightly over the month. The high level of employment was due mainly to construction, in which employment was the highest in years. Activity in the iron and steel industry was unchanged from the previous month. There were reported shortages of skilled construction workers and of certain types of technicians and mechanics.

**Edmonton** (metropolitan) remained in Group 3. Employment changed little over the month and was only slightly below last year's level. Construction activity, aided by exceptionally mild weather, continued buoyant. In manufacturing, full production generally prevailed, with the exception of iron and steel, oil refining, sawmills and aircraft repairs, which showed a decline in activity.

**Winnipeg** (metropolitan) remained in Group 3. Unemployment increased seasonally during the month, but labour demand was higher than a year earlier. The increase in unemployment was due mainly to a seasonal decline in the clothing industry and in agriculture. Most manufacturing industries remained steady. Construction remained very active, with a resulting shortage of bricklayers and plasterers.

**Fort William-Port Arthur** (major industrial) remained in Group 2. Employment declined during the month and was lower than a year earlier. Activity in the woods was slowing down. Grain elevators have increased their activity, recalling a number of workers. Employment at the Canadian Car Company continued to decline because of lack of orders; since June, about 400 workers have been gradually laid off.

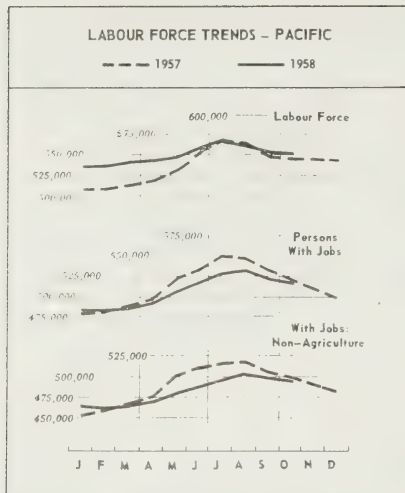
### PACIFIC

In spite of a seasonal downturn in employment, business conditions in the Pacific region in October were more buoyant than at any time this year. The improvement stems principally from the settlement of industrial disputes in September, and the resumption of logging operations after a prolonged shutdown due to fire restrictions. Seasonal layoffs in food processing and tourist establishments were offset to a considerable extent by rehiring in logging and construction.

The number of persons with jobs has been estimated to be 517,000 in mid-October, a drop of 5,000 from September. This represents a less-than-seasonal decline. The gap between this year and the year earlier narrowed to 4,000 from 20,000 this summer.

The strength of the lumber market has been one of the main factors in the improved employment picture. Shipments have increased this year to all markets, with gains of close to 20 per cent to the United States and the





United Kingdom. Steady hiring was in progress during October in virtually all logging areas.

Labour demand was also strengthened by the record level of housebuilding and the renewed upswing in commercial and industrial building activity in Vancouver following the strike settlement in September. Incomes of the region were boosted by the record sockeye salmon run, which made the value of fish landings this September \$6.5 million better than in September 1957.

Non-seasonal gains in construction and logging were offset to some extent by reduced labour requirements in shipbuilding. During recent months shipyards have been releasing staff fairly

steadily and at latest report employment in the industry was down 19 per cent from a year ago. The new navy shipbuilding program recently announced by the Government apparently will have little employment effect before next summer.

Unemployment in the region rose moderately during the month, increases in the northern and interior areas being partly offset by declines in the logging areas of Vancouver Island. The classification of the 11 labour market areas in the region on November 1 was as follows (last year's figures in brackets): in moderate surplus, 7 (5); in balance, 4 (6).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 2. The prolonged dispute in the construction industry left a considerable backlog of work. Rehiring of construction workers and the movement of logging crews to out-of-town points offset layoffs in other industries. Wholesale firms report heavy sales, indicating an optimistic outlook by retailers. Unemployment, which usually rises at this time of year, remained unchanged during the month.

**Victoria** (major industrial) remained in Group 2. Unemployment increased moderately, chiefly as a result of slackening production in shipyards and industrial machinery plants.

**Okanagan Valley** (minor) was reclassified from Group 3 to Group 2. Heavy seasonal layoffs followed the completion of fruit harvesting. As in most interior areas, the increase in unemployment was smaller than expected, owing to the strong demand for logging labour.

## Successful Rehabilitation—XII

Twelfth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the twelfth in a series of articles illustrating that when a community co-operates in the treatment, training, guidance and placement of a disabled person, he can often meet all the essential requirements of a job. It was written by Leslie C. Morrison, Pacific Regional Public Relations Officer, Unemployment Insurance Commission.*

Since the Second World War, the treatment and care of persons physically handicapped through injury or disease has progressed with tremendous strides. But it is not the medical profession's responsibility to train and counsel the disabled person for suitable employment. This has to be undertaken by other agencies and services in the community, of which an important one is the Special Placements Division of the National Employment Service.

One typical example of the success of this community co-ordination on behalf of Canada's disabled is the case of young Peter Coleman of Victoria, B.C. Peter was in his last year at high school when, at the age of only 16 years, he was smitten with polio, which left him completely paralyzed from the waist down.

Peter's doctor took more than a clinical interest in his case and, through the physiotherapy department of the Jubilee hospital, arranged for him to enter the G. F. Strong Rehabilitation Centre in Vancouver for an extended course in remedial and vocational training.

At the Centre, this wheelchair patient soon learned to do a great many things for himself that previously he had never thought possible. He was also encouraged to build up confidence in his remaining abilities and to realize that, despite his physical handicap, he could still live a useful and productive life.

Evidence that this rehabilitation training was successful is shown by the fact that, shortly after "graduating" from the Centre, Peter obtained a job as despatcher with a Victoria taxi company. This was only a temporary position, however, and when it came to an end, he applied for another job at the local office of the National Employment Service.

Referred to the Special Placements Division, Peter was given expert counselling. It was pointed out to him that, while taxi despatching and similar non-productive employment offered a certain degree of finan-

cial security, he should set his sights on obtaining a position calling for a little more initiative and talent and which, in addition, would pay him a better salary.

As a result of this interview, Peter decided to return to high school and study for his junior matriculation. And, as he had shown an aptitude for office work, he was further advised to take a clerical course.

He passed both the matriculation examination and clerical course successfully, and again reported to the National Employment Service.

The Special Placements Officer personally recommended him to the personnel officer of H.M.C. Dockyard in Esquimalt, where a vacancy for a clerk existed in the audit department of the treasury branch. The personnel officer was impressed with Peter's employment potential and suggested he make application for the position through the federal Civil Service Commission. This the young man did, and there was no happier person when he was informed later that he was the successful candidate.

Peter was fortunate in that his immediate supervisor, R. M. Anderson, District Treasury Officer, had had previous experience with physically handicapped personnel on his staff when he occupied a similar position with the Department of National Defence in London, Ont., and knew, from this experience, that given the opportunity and right sort of job, a disabled employee can perform his duties just as efficiently as a non-handicapped worker. Consequently, he took a special interest in his new employee.

One of the first things Mr. Anderson did was to have a portable ramp made so that Peter could safely navigate his wheelchair over a steep step at the rear of the building. Next, he arranged with the Navy to bulldoze a special, private car parking space for him, conveniently located only a few feet from the rear entrance.

Peter has been with the treasury department for nearly 18 months and, according to his supervisor, is doing a most excellent job; his attendance record is outstanding.

"He is gradually assuming more serious responsibilities," Mr. Anderson stated in a recent interview, "and I am confident, if he continues his studies and work enthusiasm, that he will go a long way in the Civil Service."

# U.S. Group Urges Expansion of Training Programs for Disabled

National Planning Association says programs should be accompanied by job placement programs and also by adequate follow-up procedures

Enlargement of existing federal, state and local government programs to provide suitable employment opportunities for the disabled, and to aid voluntary private efforts of this kind, has been urged by the National Planning Association. This organization was established in the United States in 1934 as "a non-profit, non-political organization devoted to planning by Americans in agriculture, business, labour and the professions".

Training programs for handicapped persons should be increased, the Association asserts, and the programs should be accompanied not only by job placement programs but also by adequate follow-up procedures to see whether handicapped employees stay employed.

Employers, private organizations, universities, and government agencies are urged by the Association to undertake more research on factors involved in employing handicapped persons. In this way they will be able to learn more about training and placement procedures and how successful they are in assuring that the disabled employee can hold his job.

\* \* \*

Under the state-federal program of vocational rehabilitation in the United States, nearly 90,000 women have been rehabilitated in the past four years, more than a third of all persons rehabilitated through this program. About 70 per cent of the women rehabilitated through the program become wage-earners; most of the others are homemakers, responsible for the care of their homes and children.

These are some of the facts revealed in a new pamphlet, "Help for Handicapped Women," published by the U.S. Department of Labor's Women's Bureau, in co-ordination with the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare.

As a result of vocational rehabilitation many handicapped women are able to enter occupations where there is a serious shortage of trained workers, the pamphlet states. More than 1,000 of the 23,000 women rehabilitated in 1956 were professional or technical workers. Clerical employment attracted nearly 5,000 of the women rehabilitated that year.

The recession in the United States this year has made it difficult to find employment for all persons but the physically handicapped did not experience any more difficulty in finding employment than the non-handicapped, reports Dr. Howard A. Rusk in an article in the *New York Times*.

The decline in the job placement of physically handicapped during the first seven months of 1958—133,982 placements compared with 165,645 in the same period last year—was in about the same ratio as that of all registrations; total placements declined to 2,758,801 from 3,320,678.

## Personnel Notes

Dr. Albiny Paquette has retired after 14 consecutive years as Minister of Health for Quebec Province.

After 23 years as Managing Director of the Society for Crippled Civilians at Toronto, B. E. Parks has retired. He was succeeded by George B. Smith.

Dr. Bruce H. Young has been appointed Medical Director of the Frontenac Rehabilitation Centre at Kingston, Ont. He was formerly superintendent of the Ontario Workmen's Compensation Board Rehabilitation Centre at Malton.

The Occupational Therapy and Rehabilitation Centre in Montreal now has its own specialist in physical medicine and rehabilitation, Dr. Kenneth Sowden, who for the past five years has been consultant in physical medicine to the Southeast Metro Regional Board in Kent, England. A member of the attending staff at the Royal Victoria Hospital in charge of physical medicine and rehabilitation, his services with the Centre will be part-time.

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A 246-page manual, intended as a comprehensive guide for professional workers dealing with the rehabilitation of deaf-blind persons, has been produced by the U.S. Office of Vocational Rehabilitation and the Industrial Home for the Blind. The manual refers to communication as the first and greatest need of these doubly afflicted persons.



# The Future of Women in Industry

Conference sponsored by National Women's Advisory Committee of the Trades Union Congress examines and discusses four aspects of question: automation, part-time work, technical education, and on-job training

"The Future of Women in Industry" was the theme of a one-day special information conference held October 7, 1958 in London, England, under the auspices of the National Women's Advisory Committee of the British Trades Union Congress.

In his talk "on "Automation and the Woman Worker," F. Chappell, management consultant, outlined the more important problems presented by the growing use of automation. He found no specific problems concerning women alone, but stated that in certain industries women would be more seriously affected than men because the type of jobs they do more readily lend themselves to automatic operating and processing.

Miss B. N. Seear of the London School of Economics, who spoke on "Part-Time Work for Women," noted the tendency to regard part-time work as a make-shift arrangement not worthy of systematic attention. Far from being a temporary expedient, however, she believes that part-time employment, particularly for married women with young children, is likely to become permanent and could with advantage be considerably expanded. Miss Seear concluded that many of the disadvantages of this type of employment could be reduced and the advantages increased so that permanently employed part-time workers could become useful members of the labour force.

Under the heading "Technical Education for Girls," Miss B. B. Briant of the British Ministry of Education discussed technical training facilities for girls in Britain today. Most technical colleges have an entry age of 16 or more and since the statutory school-leaving age is 15, many adolescents who might benefit from further training drift into employment often of a "blind-alley" nature. Efforts are being made to bridge this gap by the provision of pre-vocational courses or extended school courses. Technical training facilities have been expanded considerably since the war with a resultant acute shortage of properly qualified teachers, despite the creation of three Technical Teacher Training Colleges since 1944. Girls are being encouraged to take the full technological courses, which have always been

open to them on equal terms with boys. The number doing so is still very small; most girls entering technical schools still enroll in the "women's subjects," e.g., hair-dressing, catering, and child care.

The case for on-the-job training of semi-skilled workers was presented by Miss Winifred Raphael, of the National Institute of Industrial Psychology. The need for induction training to teach new workers about their working environment, as well as job training to give them the required skill and knowledge, was stressed. For a training scheme to succeed, the speaker concluded, it must be practical and simple and must have the backing of the unions, foremen and managers concerned.

## Mrs. Rex Eaton Receives Honorary LL.D. Degree

Mrs. Rex Eaton, OBE, President of the National Council of Women, received an honorary Doctor of Laws degree (LL.D.) at the autumn convocation of the University of British Columbia. Mrs. Eaton has been a leader in the women's movement in Canada for many years.

During the war years she was in the service of the Department of Labour at Ottawa as Director of Women's Employment in Canada and as Associate Director of National Selective Service.

Mrs. Eaton also assisted in organizing plans to recruit women for war industries during the Second World War, and was chairman of the Labour Department's Co-ordinating Committee on Training. She is a native of Springhill, N.S.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

## 50 Years Ago This Month

Most wage rates remain stationary but rates in lumbering industry and in agriculture decline during 1908. Two-month strike of CPR mechanical and car department employees, 5½-month strike at Saint John terminated

The most notable change in wages compared with the previous season was the lower rate prevailing in the lumbering industry, said the LABOUR GAZETTE for November 1908. Otherwise wages were reported to be for the most part stationary throughout Canada. Harvesters' and threshers' wages were about the same as in 1907 with a downward tendency in some districts.

The shingle mills at Saint John, which had been completely shut down since March 15 owing to a strike of sawyers and bunchers, reopened on October 1 when the strikers returned to work on the employers' terms. About five firms and 72 men were involved. The strike was over a reduction in wages of 10 per cent, from \$2.20 to \$2 a day.

Another strike settled in the early part of the month was that of employees in the mechanical and car departments of the CPR, which had begun on August 5. The cause of the strike was the serving of a notice by the company on April 1 of its intention to cancel on May 1 the agreement with its employees in the mechanical department, on western lines. In effect, the notice, the application for conciliation said, provided for a "contemplated" reduction of wages on and after May 1; for the cancellation of articles covering trade protection and the rights of committees of employees to meet company officers on behalf of the men; for the removal of restrictions on the number of apprentices and of clauses covering the advancement of apprentices; and for changes in certain shop rules.

One of the changes the company had proposed to make affected a rule which provided for a reduction in time worked by the whole staff instead of the laying-off of men during periods when there was a shortage of work. The company wanted to lay off men rather than reduce working time, and the union had opposed this. The conciliation board recommended against any change in the rule.

The board supported the company in recommending that a new Class 2 should be added to the trade of boilermaker at a rate of 40 cents an hour. This appeared to be one of the most serious causes of dispute,

and the union representative on the board in a minority report disputed the findings of the majority on this question. He asserted that the setting up of the new classification "places in the hands of foremen as powerful a weapon as the 'Sliding Scale' and may be used just as unscrupulously". He said that it would be used as a means of reducing the wages of a large number of employees.

The employees rejected the board's report and went on strike, about 5,000 being affected.

On October 4, after the strike had lasted two months, the employees decided to accept the award of the conciliation board, and they returned to work immediately in "so far as the company was able to find positions for them".

"During the autumn of 1907 an *influx of labourers* (The italics were used by the November 1908 LABOUR GAZETTE) occurred at Vancouver, B.C., as a result of misleading statements published in the press with respect to the supply of labour in that city. In order to relieve the situation thus created the city and provincial government were compelled, during the winter of 1907, to open relief works, and to provide cheap shelter and meal tickets.

"To safeguard against a repetition of these conditions" the mayor of Vancouver sent a notice to various newspapers published in the Prairie Provinces warning the public that "for the present winter the labour market in Vancouver is rather overdone" and that in view of what had happened the previous fall the city would "only take care of actual residents who have resided here at least six months".

It was announced by the general manager of the British Columbia Electric Railway Company that the bonus to be given to the employees in accordance with the profit-sharing scheme instituted in 1902 will be \$66.78 for each employee, the LABOUR GAZETTE reported. The distribution was to be made equally to "all employees of the tram company all over its system, without regard to rank".

# INTERNATIONAL LABOUR ORGANIZATION

## Meeting on Conditions of Work and Employment of Nurses

Nursing experts from 15 countries adopt series of recommendations designed to reduce shortage of nurses by improving their conditions of work and by ensuring more efficient utilization of existing personnel

The *Ad Hoc* Meeting on Conditions of Work and Employment of Nurses convened by the International Labour Organization adopted a series of recommendations designed to reduce the shortage of nurses by improving their conditions of work and by ensuring more efficient utilization of existing personnel. The meeting was held in Geneva from October 6 to 11.

The meeting elected as its chairman Miss Lillian Campion, Nurses' Service Secretary, Canadian Nurses' Association, Ottawa. Vice-chairman was Mrs. Janet Buckle, R.N., President of the Liberian National Nurses' Association, and Director of Nursing Service, Government Hospital, Monrovia.

The recommendations fall under five major headings: employment situations, conditions of work, economic and social status, recruitment and ILO action.

Under the first of these headings the meeting called for more complete, reliable and detailed statistical information as a basis for relating the supply of nurses to the demand for nursing services. The prevalent shortage of professional nurses, characteristic of most countries and acute in many, should be overcome by planned policies aimed at more effective utilization and retention of available nursing resources.

In view of the importance of joint consultation in determining conditions of work, said the meeting, machinery for negotiating terms and conditions of employment should be set up in every country where it does not now exist, and nursing personnel, through organizations of their choice, should be associated directly in its operation.

The meeting commented on a number of the specific elements of conditions of work. It recommended the 40-hour week, limits

on overtime, uninterrupted weekly rest of not less than 36 consecutive hours, and one month's annual leave with pay.

Remuneration for nursing personnel, it stated, should be raised to a level commensurate with their education, qualifications, responsibilities and duties. Salary scales should be calculated on the basis of job analysis and evaluation and the principle of equal remuneration for men and women for work of equal value should be adopted. There should be adequate financial incentive to encourage nurses to assume senior posts.

In discussing the economic and social status of nurses, the meeting came to the conclusion that the competent national authorities should take the necessary measures to establish a proper legislative basis to govern the status and practice of nursing, and to ensure full recognition and application of the requirements so established.

Adequate opportunities should be provided for professional development and advancement through such measures as specialized post-basic education, study and fellowships, security of tenure, and safeguard of privileges on transfer.

Recruitment programs, said the meeting, should be planned on a long-term basis in relation to the demand for nursing service and skills. Recruitment should be based on facts regarding the conditions and needs of all branches of the nursing service. There should be special guidance and placement facilities.

The meeting recognized the value of international consideration of nursing problems, and in particular the role which the ILO, in co-operation with the World Health Organization, could play in their solution. It specifically invited the Governing Body



of the ILO to give continuing attention to the employment and conditions of work of nurses through the ILO's normal program, and within the framework of ILO technical assistance.

Nursing experts from 15 countries participated in the meeting. Countries represented were Canada, Liberia, Austria, Brazil, Chile, France, India, Japan, Philippines, Sweden, Turkey, United Arab Republic, United Kingdom, United States, and the USSR.

The following organizations were represented by observers: World Health Organization, Council of Europe, International Committee of Catholic Nurses, International Committee of the Red Cross, International Council of Nurses, International Federation of Christian Trade Unions of Employees of Public Services and P.T.T., International Federation of Unions of Employees in Public and Civil Service, League of Red Cross Societies, World Federation of Trade Unions, and World Medical Association.

### **International Labour Office Report**

The experts were provided with a 200-page report on the problems of nurses' working conditions prepared by the International Labour Office. It was based on information available from 54 countries or territories in all parts of the world.

Nurses appear to be relatively poorly paid in comparison with industrial wage earners, the report says. In a good many countries it is clear that little recognition is given to the nurses' education, work-load, functions and responsibilities. Differences between beginning and ending salaries, says the report, provide little financial inducement to nurses to assume the onerous responsibilities connected with many senior posts.

The report says hours of work are probably the most important problem in the organization of nurses' work and the most important problem in nurses' lives. "The present situation," it says, "is far from satisfactory in many countries, particularly as regards the regulation of overtime, and is a matter of considerable discontent in nursing circles."

In more than half the countries covered by the report, normal hours of work, excluding overtime, are 48 or more a week. Nurses in hospital tend to have longer normal hours than nurses in public health service. In industry there is a move to reduce hours of work from night-shift work, but such a tendency cannot be observed in nursing. The hours of work on night duty

are about the same as those on day duty and, where this is not the case, they tend to be longer than those on day work.

"Overtime is a common practice in nursing," says the report. "In many countries overtime is a feature of nurses' hours of work throughout the year and is therefore the rule rather than the exception.

"Overtime may be demanded but the demand is primarily to induce greater efforts to recognize nursing work better and to make effective use of existing personnel. At the moment, it is probably safe to say that most nurses in most countries want overtime reduced, primarily because their normal hours of work are long and their work, by its nature, fatiguing.

"Until hospitals and health agencies are induced or obliged to keep careful records of overtime work, little can be done to obviate overtime not caused by unforeseeable emergencies."

Annual holidays with pay compare favourably with those granted workers in other occupations, but nurses come out badly in paid time-off on public holidays.

Weekly rest is granted in most countries but its stipulated duration is relatively short (24 hours in most countries) and its effectiveness (particularly for groups of nurses) limited by call duties, lack of advance information on off-duty periods and inadequate arrangements for rotating weekend leave.

Nurses have taken on new functions in connection with the growing emphasis that has been placed in recent years on rehabilitation, the report says. "The aim of hospital and other institutional service is not only to cure the patient in a narrow physical sense, but to restore him as quickly as possible to health in the full sense and to normal life and activities. Nurses have taken on new functions in this task, fostering and supervising the patient's convalescence and preparing him for readaptation to life at home. Nurses may even be called on to assist in the preliminary stages of rehabilitation for work life."

The report shows that the shortage of nursing staff appears to be almost universal. It is more pronounced for professional nursing than for auxiliary personnel. Acute shortages exist for nursing personnel in rural areas and in mental hospitals and for administrative, supervisory and teaching work.

Much needs to be done in recruitment, effective use of existing personnel and the retention of trained personnel, if nursing services are to respond "to the demands made on them now and in the years to

come, and if nurses are to be enabled to make their full contribution and to utilize their skills effectively."

Primary factors in high wastage and insufficient recruitment are unsatisfactory working and living conditions and a social status not commensurate with education functions and responsibilities.

Special preventive measures are necessary to protect the health of nurses exposed to numerous occupational risks. One of them is radiation. The increasing use of radio-isotopes makes it necessary to give urgent

attention to this matter and to revise existing measures regularly to keep them up to date in terms of scientific data and experience.

A chapter in the report discusses nursing as a career. Hospital nursing, it is pointed out, appears to offer well-qualified nurses adequate opportunities for promotion comparing favourably in quantity and quality with those available in most other professions. The fact that such opportunities are not fully used suggests the presence of many problems closely linked with the remuneration and status of the nursing profession.

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## ILO Director-General Visits Canada and U.S.

The changing nature of the International Labour Organization was outlined to federal government officials last month by David A. Morse, ILO Director-General, who was in Ottawa during a two-month official visit to the United States and Canada.

The ILO has taken on an operational aspect in addition to its traditional work of setting standards through the adoption of international instruments, he explained. It is now providing technical assistance in the implementing of social policy in underdeveloped countries.

Industrialization has created in underdeveloped countries social problems of major importance, Mr. Morse continued, and these problems must be dealt with effectively and as soon as possible.

In a press interview during his two-day visit to Ottawa, the ILO Director-General stated that the lessons learned by Canada during her industrial development would help point the way to solutions for many of these problems. Canada's experience in the field of labour-management relations would be of particular interest and value, he declared.

The ILO is now operating on a universal basis, he told the gathering of government

officials, with a membership of 79 countries. There were 80 members—the most ever—until Egypt and Syria merged to form the United Arab Republic. Only Saudi Arabia, Yemen, Laos, Cambodia and Nepal are not members of the ILO, and two countries, West Germany and Switzerland, are members of the ILO although not members of the United Nations, he said.

Turning to the future of the Organization, Mr. Morse said he had recently proposed that the ILO increase its educational work, even to the extent of courses in management.

At the beginning of his remarks, the ILO Director-General paid tribute to Canadian participation in the Organization, pointing out that not only the Canadian government but employers' and workers' organizations as well had, over the years, given complete endorsement to the work of the ILO. He particularly mentioned the transfer of ILO headquarters to Montreal during the Second World War, a move that "enabled the ILO to survive".

He also paid tribute to A. H. Brown, Deputy Minister of Labour, for his service as a member and later as Chairman of the ILO Governing Body.

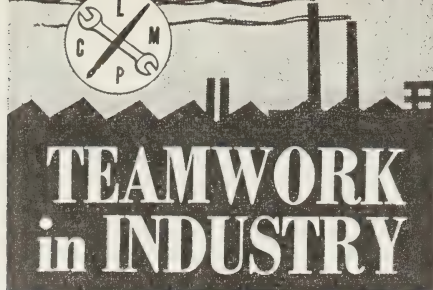
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Today's technology represents a new international force and the international social implications must constantly be kept in mind, ILO Director-General David A. Morse said during a recent visit to eastern Europe. The international social implications might be even more important than the repercussions on the domestic front, he thought.

Automation, along with the peaceful application of atomic energy, "offer us, in time, the prospect of a new world in which man need neither want nor war," he said.

The most important opportunities and problems of automation were in the social field because they were concerned with people, with men and women and with the young people now at school.

Automation offered a means of overcoming poverty everywhere more rapidly than we could have anticipated a generation ago, he said.



Sixty thousand workers in the forest industries of British Columbia co-operated in the province's annual Forest Products Safety Week last May. Members of the International Woodworkers of America, they assisted in a campaign which saw the accident rate drop 68 per cent below the figure for the previous week.

Members of the Joint Forest Products Safety Committee represented all sections of the province's largest industry—business, unions and government. The central committee concerned itself chiefly with organizing all logging camps, trucking units and mills, while subcommittees were appointed to attend to details of programming and publicity. A series of posters was released periodically in the month preceding Safety Week; posters were distributed to all parts of British Columbia. One of these was tied in with the province's centennial theme of "A Century of Progress".

Giacamo Clozza, a union member with a record of 50 accident-free years in the industry, opened the week's ceremonies by raising the safety flag for Vancouver. A similar procedure was used in centres throughout British Columbia. Union, management, and Workmen's Compensation Board representatives all spoke of the industry's accomplishments in the field of accident prevention.

Generous assistance in spreading the safety gospel was provided by the province's daily and weekly newspapers, magazines, radio and TV stations, movie houses and retail merchants. Committee chairman Anthony F. Douglas attributed the campaign's effectiveness to the work of these groups and the members of the International Woodworkers of America.

Officers of the Joint Forest Products Safety Committee were: Anthony F. Douglas, B.C. Loggers' Association, Chairman; John T. Atkinson, International Woodworkers of America, Vice-Chairman; R. J. Doug Watts, Workmen's Compensation Board, Secretary; and Walter Cook, Forest Industrial Relations, Treasurer.

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Joint labour-management consultation is practised on a large scale in the Prince Albert, Sask., plant of Burns and Company. The labour-management production com-

mittee, composed of four representatives from labour and three from management, meets monthly to examine matters relating to plant production. It also informs employees of developments and changes in operations, and of company problems and accomplishments.

The office-sales management committee provides a means for office and sales employees to make suggestions for improvements in the operation of the office and the company generally. The committee also informs on changes in policy and other matters.

The safety committee, composed of labour and management representatives, makes monthly inspections of the plant and meets to discuss recommendations for safe equipment and practices. It also investigates plant accidents and suggests ways of eliminating recurrences.

The Burns savings and credit union is a voluntary organization set up for the employees. Contributions are made through payroll deductions. In 1957 the organization loaned \$44,000 to its 182 members.

The employees' social club enables members to enjoy good fellowship through bowling, curling, golf, monthly bingos and dances, children's summer picnics and other activities. Employees belong on a voluntary basis and the club is financed through weekly payroll deductions.

Employees of the Prince Albert plant are represented by Local 234 of the United Packinghouse Workers of America.

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Correspondence courses for employees is one of the most interesting aspects of labour-management co-operation in the St. Lawrence Corporation's plant at Red Rock, Ont.

A recent issue of the company's house organ, *The Red Rocket*, noted that 18 employees are now enrolled in these courses.

The employees in this mill are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers, the International Brotherhood of Electrical Workers, the International Union of Operating Engineers and the Office Employees' International Union.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month, the Board received six applications for certification, four requests under Section 61 (2) of the Act for review of decisions, and allowed the withdrawal of three applications for certification.

### Applications for Certification Received

1. The Transport and General Workers' Union, Local 1050, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Newfoundland (Investigating Officer: W. L. Taylor).

2. Canadian Merchant Service Guild, Inc. (Eastern Branch), on behalf of a unit of deck officers, excluding the master, employed by the Hindman Transportation Company Limited, Owen Sound, Ont., aboard the *MV George Hindman* (Investigating Officer: T. B. McRae).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of East-West Transport Limited, comprising drivers and warehousemen employed by the company in its Vancouver Branch (Investigating Officer: D. S. Tysoe).

4. International Woodworkers of America, Local 1-71, on behalf of a unit of employees of the Vancouver Log Towing Co. Ltd., engaged in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (Investigating Officer: G. R. Currie) (The application was withdrawn later in the month—see below).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by the Adley Express Co.,

Montreal (Investigating Officer: C. E. Poirier).

6. Wheeler Airlines Limited Employees' Association, on behalf of a unit of employees of Wheeler Airlines Limited, comprising maintenance employees at St. Jovite, Montreal, and Val d'Or, Quebec, Frobisher Bay, Site 41, Great Whale, and Fox, N.W.T., and Goose Bay, Labrador (Investigating Officer: C. E. Poirier).

### Requests for Review under Section 61 (2)

1. International Longshoremen's Association (independent), applicant, and Caledon Terminals Limited, Toronto, respondent (L.G. 1956, p. 1543). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

2. International Longshoremen's Association (independent), applicant, and Terminal Warehouses Limited, Toronto, respondent (L.G., July 1957, p. 841). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

3. International Longshoremen's Association (independent), applicant, and Eastern Canada Stevedoring Co. Ltd., Toronto, respondent (L.G., Aug. 1957, p. 967). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

4. International Longshoremen's Association (independent), applicant, and Cullen Stevedoring Company Limited, Toronto, respondent (L.G., Aug. 1957, p. 967). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

### Applications for Certification Withdrawn

1. The Association of Drivers of Canadian Coachways Ltd., applicant, and Canadian Coachways Ltd., Edmonton, respondent (L.G., Oct., p. 1139).

2. Western District Diamond Drillers' Union, Local 1005, of the International Union of Mine, Mill and Smelter Workers,

applicant, and T. Connors Diamond Drilling Co. Ltd., Nelson, B.C., respondent (employees in Yukon Territory) (L.G. Oct., p. 1140).

3. International Woodworkers of America, Local 1-71, applicant, and Vancouver Log Towing Co. Ltd., Vancouver, respondent (see above).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Smith Transport Limited and Kingsway Transport Limited (Trucking Association of Quebec, Inc.) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: R. Trépanier).

2. Western Ontario Broadcasting Company Limited, Windsor, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

### Settlement by Conciliation Officers

1. Canadian Broadcasting Corporation (Building and Maintenance Employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (L.G., Oct., p. 1141).

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. p. 882).

3. La Verendrye Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

4. Ahern Shipping Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

5. Canada Cement Transport Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

6. Cayuga Steamship Company Limited, Toronto, and Seafarers' International Union

of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

7. Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

8. The Valley Camp Coal Company of Canada Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

9. Bayswater Shipping Limited, Brockville, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

10. Holden Sand and Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

11. Pacific Western Airlines Limited, Vancouver, and Pacific Western Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 174).

### Conciliation Boards Fully Constituted

1. A Board of Conciliation and Investigation was established in September to deal with a dispute between Canadian National Railways, Montmorency Sub-division, and Brotherhood of Locomotive Firemen and Enginemen (no Conciliation Officer appointed previously) and was fully constituted with the appointment of Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. E.

Matthews, Parry Sound, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between the Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1141) was fully constituted in September with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and G. M. Desaulniers, Montreal, who were previously appointed on the nomination of the company and union respectively.

## Board Report Received

Union Steamships and Tidewater Shipping Company, Vancouver, and National Association of Marine Engineers of Canada Inc. and Canadian Merchant Service Guild Inc. (L.G., Aug., p. 883). The text of the report is reproduced below.

## Settlements Following Board Procedure

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamship Limited, Upper Lakes and St. Lawrence Transport Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Limited) and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 883).

2. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamship Limited, Upper Lakes and St. Lawrence Transport Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited and La Verendrye Line Limited) and National Association of Marine Engineers of Canada Inc. (L.G., Oct., p. 1142).

3. Union Steamships and Tidewater Shipping Company, Vancouver, and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (See above).

4. Marine Industries Limited, Montreal, The J. P. Porter Company Limited, Montreal, Canadian Dredge and Dock Co. Limited, Toronto, Russel Construction Lim-

ited, Toronto, and McNamara Construction Co. Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 981).

#### **Settlement Effected by Industrial Inquiry Commission**

Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508). Strike occurred August 21 following Board procedure (L.G., Oct., p. 1142). E. G. Taylor, Toronto, appointed Industrial Inquiry Commission September 8. Mr. Taylor effected settlement and work resumed September 24.

#### **Settlement Reached Following Lockout**

Newfoundland Employers' Association Limited, St. John's, and Longshoremen's Protective Union (St. John's). Following Board procedure employers declared suspension of general cargo shipping at St. John's (L.G., Oct., p. 1142). Settlement reached and work resumed September 19.

## **Report of Board in Dispute between**

**Union Steamship Limited and Tidewater Shipping Company  
and**

**National Association of Marine Engineers of Canada, Inc.  
and Canadian Merchant Service Guild, Inc.**

The Conciliation Board in this matter, consisting of E. Hopkins, employees' nominee, P. E. Ayrhart, employers' nominee, and Adam Bell, chairman, held its preliminary meeting on July 3, 1958 at Vancouver, B.C. Subsequently the Board met with representatives of the parties concerned on July 15, 18, 25, August 12, 13, 18 and September 5.

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Union Steamships Limited and Tidewater Shipping Company and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc.

The Board was under the Chairmanship of Adam Bell, Victoria, who was appointed by the Minister in the absence of a joint recommendation from the other two members, P. E. Ayrhart and Elwyn Hopkins, both of Vancouver, nominees of the companies and unions respectively.

The text of the report is reproduced here.

In the course of these meetings the following representatives appeared before the Board:

*For the National Association of Marine Engineers of Canada, Inc.:*

D. McKeown, E. G. Bjarnason, R. G. Greaves and F. E. MacLeod.

*For the Canadian Merchant Service Guild:*

Capt. E. W. Meadows and G. F. Bullock.

*For the Union Steamships Limited and Tidewater Shipping Company:*

Capt. D. Roberts, R. G. Chestnut and Capt. J. A. Macdonnell.

It was evident that, during the months of negotiation and conciliation preceding the establishment of the Board, agreement had been reached by the parties on many of the questions involved, leaving wages and salaries chief amongst the issues remaining to be settled.

The Board heard evidence, written and oral, and discussion ensued between the representatives and the Board, and between the representatives themselves, on the issues still outstanding.

*(Continued on page 1298)*

# LABOUR LAW

## Changes in Mine Safety Legislation, 1958

Nova Scotia and Ontario amend legislation dealing with safety in mines

### Nova Scotia

Nova Scotia made extensive amendments to the Coal Mines Regulation Act this year. These amendments deal with a wide range of safety matters relating to appointments, qualifications and duties of mine officials and workmen, explosives, fire prevention, coal dust, ventilation, transportation in the mines, electrical equipment, repair and inspection of machinery, boreholes to detect water and gas, and rescue work.

#### **Appointment, Qualifications and Duties of Mine Officials and Workmen**

The manager of a coal mine is now required to report promptly to an inspector all fires, bumps, interruptions of ventilation, riding rake accidents, or other unusual accident not otherwise named in the Act. The plan of the mine, for which the manager is responsible, must now also show the location of refuge stations where they are provided; it already had to show all air courses, stoppings, doors, grades and elevations, air and water pipe lines, electric power cables, sub-stations, electric pump rooms, telephones and travelling roads.

Where an underground manager has been appointed, he may assume the responsibility for daily supervision, which the manager was formerly required to share.

Mine examiners and shot firers, before being appointed, must now be given practical instruction on the construction of the flame safety lamp and in the detection of gases. Also, every mine examiner is required to make a daily report in a book kept for that purpose on all unusual happenings in the mine.

A shot firer must now check for the presence of coal dust immediately before the charging of a shot hole. He is also required to examine shot holes for gas, take cover before firing a shot, and record in a book kept in the mine the number of shots fired by him during his shift.

Under the revised Act the minimum age of a person employed without a coal miner's certificate and working under supervision at a working face in a coal mine, is increased

from eighteen years to eighteen years and six months, and the maximum period that he may be employed without a certificate is reduced from twelve months to six months. The amendment specifically states that a miner in charge of a working place is responsible for ensuring that it is properly timbered and in a safe condition.

The amendments require that a hoist operator in charge of an engine of more than 800 horsepower, used for transporting coal, material or men, must have a second class stationary engineer's certificate or its equivalent. He must also test the over-speed, overwinding and lower limit safety equipment on hoists at intervals stated in the Act. If an accident occurs to the hoisting equipment, shaft or slope, he is required to carry out a trial wind before regular man-hoisting is begun.

The driver of a diesel or electric locomotive now must have at least one year's experience in a coal mine; formerly an age requirement of 21 years was specified for diesel locomotive drivers. The amendments further require the manager to appoint electric locomotive drivers, to give them adequate written instructions to ensure the safe running of trains, and to send copies of these appointments and instructions to the inspector.

#### **Explosives, Fire Prevention**

The Act now specifies that no stove, heater or light, except a permissible electric lamp, may be allowed where explosives are stored, and that all detonators have to be tested before being issued to shot firers.

A new provision requires that if barriers of coal are left by agreement with the Chief Inspector as a precaution against fire, water or other cause, they may not be removed without his approval.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

## Coal Dust, Ventilation

A new section in the Act provides for the wetting of coal to allay the dust when continuous miner machines, coal cutting machines, and coal loading machines are operating, where coal is delivered from conveyors into mine cars, on landings before coal is placed on the rope for hoisting, and in other places required by an inspector. The amendments also raise the percentage of incombustible dust that must be put on road surfaces in a mine as the percentage of methane in the air increases, and require the storing of emergency supplies of stone-dust in working, room and pillar sections.

In regard to ventilation, new provisions have been incorporated into the Act concerning the installation and operation of auxiliary fans. They set out requirements in respect of the location of the fan, adequacy of air supply reaching the fan, maximum permissible use of air passing the fan, adequacy of air ducts, inspections, spare fans, and testing for gas before starting after an accidental stoppage of more than two hours.

## Transportation in the Mine

The revised Act provides that an inspector may not grant a permit for the use of an underground haulage road as a traveling road for persons, except temporarily under special circumstances, unless there is clearance on each side and above the locomotive or mine car as specified in the Act, and there are manholes of the dimensions, and at the intervals, stated therein. Means must be provided on main conveyor roads to give a clear and distinct signal from any point on the run to stop conveyor lines in an emergency.

The Act now specifies that hoisting engines of more than 15 horsepower must be firmly connected to a rigid foundation. All slope double drum engines must now have an indicator to show on which track the trip is being hoisted or lowered. The requirements for brakes on hoisting engines have also been revised.

An amendment provides for a shield on man trips to prevent stone and other debris from injuring men in the rakes. All tackling equipment after manufacture, and after annealing where required under the Act, must be heat-treated in a manner approved by an inspector; the Act previously set out certain temperature standards for the heat-treating process.

With respect to diesel and electric locomotives, the revised Act forbids the operation of a locomotive in a coal mine under a lesser clearance than one foot, unless

approval has been obtained from an inspector. It also sets out the same requirements for manholes and for clearance on each side of an electric locomotive as already existed for diesel locomotives. It requires further that the driver of a diesel locomotive must immobilize it at the completion of his shift, that shunts must not exceed 1,500 feet, and that a diesel locomotive must always precede its train when men are being transported. In addition, it reduces the permissible carbon monoxide content of exhaust gas from a locomotive from five parts per thousand to two parts.

It is now specified that the load of a diesel or electric train must be such that it can be controlled by the brakes of the locomotive.

## Electrical Equipment

Several amendments have been made in connection with electrical cables. The Act now specifies that a competent person shall be made responsible for ensuring that electrical cables are effectively protected from mechanical damage, and adequately supported. It further provides that buried cables must be free from water, that special attention and protection must be given to cables where work is being done that may damage them, that armoured cables must not be moved while the cable is alive, and that insulation on all power circuits must be measured every two years.

New safety provisions have also been introduced in respect of other electrical equipment. One of them requires that means must be provided to stop all belt conveyors from any point on the line. Other safety rules are designed to avoid methane explosions caused by electrical machines, and to avoid the accidental starting of them when they are being repaired.

Changes have also been made in certain standards for electrical equipment. In this respect, permissible electrical equipment, which formerly included only apparatus certified by the British Ministry of Fuel and Power to conform to the British standard specification for flame-proof enclosure for use in coal mines, now also includes apparatus certified by other recognized authority approved by the Minister of Mines. Mine type transformers built according to British standard specification No. 355 of 1939 have been exempt from certain restrictions contained in the Act; the standard now specifies instead mine type transformers that are recommended for use underground in coal mines.



### Repair and Inspection of Machinery

The revised Act requires that jibs or bodies of mining machines must be securely supported when they are raised hydraulically in order to carry out repairs.

A further amendment now provides that where an inspector permits the use of an electric welder, acetylene torch, or heating equipment in a mine, or on the surface in close proximity to the mine shaft or slopes, the official in charge shall have coal dust cleaned up and the place heavily stonedusted, ensure that fire extinguishers and spare stonedust are available, and thoroughly examine the place after completion of the work.

### Boreholes to Detect Water or Gas

If a place is likely to contain a dangerous accumulation of water, or noxious or inflammable gas, the revised Act provides that, when advance borings indicate the presence of workings, a lighted locked flame safety lamp shall be kept in the working place in charge of a competent person while work is being done.

### Rescue Work

The maximum age of members of a mine rescue team will be lowered from 45 to 40, effective January 1, 1959. Unless a mine is naturally wet throughout and free from inflammable gas, refuge stations must be provided. The location of each station and the equipment to be kept at it are to be

agreed upon by the manager and the Chief Inspector.

### Ontario

Amendments made to the Ontario Mining Act related mainly to safety matters.

One of these amendments provides that the entrances to unworked mines must be protected by means other than fencing—a provision already in the Act—if the Engineer considers that other safety measures are necessary.

Another amendment extends certain requirements for the inspection of stationary air compressors and for the installation of temperature indicators on them to include compressors having a capacity of 300 c.f.m. or more (formerly 500 c.f.m. or more).

A new provision requires that in the installation of any newly-acquired hoist, all brake engines must be so arranged that inadvertent or accidental loss of pressure in the brake system cannot cause the release of the brake.

A further amendment provides that in shaft inspection, maintenance or sinking operations, men may be in or on a shaft hoisting conveyance attached to the fixed or clutched-in drum when changing balance. At all other times when men are in a shaft hoisting conveyance, the hoist must be equipped with more than one brake each capable of stopping and holding the drum or drums in use.

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## Legal Decision Affecting Labour

Ontario High Court issues *mandamus* order to Labour Relations Board to consider employer's application for the decertification of a union

The Ontario High Court of Justice has upheld a company's contention that the Labour Relations Board has the jurisdiction to hear and decide a company's application for decertification of a union, and has ordered, by way of *mandamus*, the Board to hear and determine the application.

On May 16, 1958, Chief Justice McRuer, acting on an application by Genair Limited, quashed a decision of the Board whereby the Board dismissed an application for a declaration terminating the bargaining rights of the International Association of Machinists.

The circumstances of the case, as reported in the reasons for judgment, were as follows:

International Association of Machinists, on November 9, 1955, applied for certification as bargaining agent of the employees

in the bargaining unit of Genair Limited. The Board determined that the trade union was a unit of employees appropriate for collective bargaining and, on November 10, 1955, issued its certificate.

The union commenced to bargain; but no collective agreement was made and the Minister refused to appoint a board of conciliation, and there the matter had stood since October 12, 1956.

Later the company applied to the Board for a declaration that the trade union in question no longer represented the employees.

On August 2, 1957, the Board dismissed the company's application on the ground that the applicant, which is the employer, had no right to apply and the Board had no jurisdiction to hear the application.

The company argued that the Ontario Labour Relations Act ought not to be read in such a way as to deny the employer a right to make an application for a declaration that a trade union no longer represents the employees. Although Section 44 of the Act is in the negative it should be implied that after 30 days have elapsed after the Minister has informed the parties that he does not deem it advisable to appoint a conciliation Board, either party may apply to the Board for the declaration.

As against this contention it was argued that Section 41 gives to employees certain rights to apply to the Board on the conditions set out therein. Likewise Section 43 gives employers and employees certain rights to apply for a declaration that the trade union no longer represents the employees in the bargaining unit and that Section 44 is merely negative in that it postpones the right to apply, where the trade union has not made a collective agreement within a year, until 30 days after there has been a report of a conciliation board or the Minister refused to appoint a conciliation board. Consequently in the circumstances of the case the employer had no right to bring an application for decertification under Section 44.

In the opinion of the Court, when considering the Act as a whole it could be assumed that where the Act provides that no application shall be made until certain events have happened, it implies that after those events have happened, an application for decertification may be made, and such application might be made by anyone affected. For instance, under Section 42 there is no provision as to who may apply for a declaration but unquestionably the fact that the Board is given power to make an order implies that anyone who would be affected by the order has a right to be heard.

Chief Justice McRuer was of the opinion that Section 68 of the Act gives the Board power to hear the application in question. The relevant parts of the section read:

Sec. 68 (1)—The Board shall have exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and without limiting the generality of the foregoing, if any question arises in any proceeding,...

(f) as to whether a trade union represents the employees in a bargaining unit;...

the decision of the Board thereon shall be final and conclusive for all purposes but nevertheless the Board

may at any time if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling.

The Board in declining to act under this section was of the opinion that while a portion of the subsection dealing with review empowers the Board upon request, or even on its own motion, to reconsider its decisions and orders, the remainder of Section 68 (1) does not confer any right on a person or trade union to commence a proceeding. The language of the section is quite explicit—"if any question arises in any proceeding" on certain enumerated matters the decision of the Board is to be final and conclusive. In the Board's view the vital words are "in any proceeding". There must be a proceeding before the Board. If there is, then the section comes into operation and makes the Board's decision final and conclusive. Thus the very words of the subsection are inconsistent with the argument that the present section authorizes this or any other application. Had the Legislature so intended then it would have been reasonable to expect to find language similar to that used in Section 68 (2) where the words "the question may be referred to the Board" clearly indicate the course of action to be followed. Then the Board added:

This interpretation of Section 68 (1) (f) is entirely consistent with our views on the scope to be given to the sections dealing with termination of bargaining rights. The "proceeding" referred to in Section 68 (1) is instituted under one of the appropriate provisions of those sections. Once instituted the Board has exclusive jurisdiction under Section 68 (1) (f) to determine whether a trade union represents the employees in the bargaining unit and its decision is final and conclusive for all purposes. Having regard to the foregoing we must reject the applicant's contention that Section 68 (1) (f) authorizes the bringing of the present application.

An alternative submission presented to the Board was the following. If the Board found that it did not have power under Section 68 (1) (f) to terminate bargaining rights there was nothing in the Act expressly authorizing the bringing of an application for termination. However, the argument continued, the power to certify carries with it the inherent or implied power to terminate bargaining rights, and, the Act being silent on the Board's power to terminate, recourse must be had to the concluding portion of Section 68 (1), under

which the Board is empowered to "reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling". In support of this argument counsel for the company relied on *The Labour Relations Board of the Province of Saskatchewan v. The Queen ex rel. F. W. Woolworth Company Limited and Slabick et al. and Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, (L.G. 1954, p. 1748).

The Board rejected this argument on the ground that the *Woolworth* case did not apply to the case under consideration because of the differences between the Saskatchewan Trade Union Act and the Ontario Labour Relations Act. The Ontario Board has consistently held that its power under Section 68 (1) to reconsider its decisions does not enable it to deal with applications for termination of bargaining rights, because Sections 41 to 44a provide express authority for bringing application for termination of bargaining rights. Once it is established that such an authority exists under Sections 41 to 44a, the *Woolworth* case is inapplicable.

Chief Justice McRuer did not agree with the Board's finding. In his opinion the language of the last clause of Section 68 is clear and without ambiguity. The section read as a whole down to the words "shall be final and conclusive for all purposes" renders the decisions of the Board final where any question arises in any proceedings with respect to the matters mentioned in (a) to (g) of subsection (1).

Then he added:

Notwithstanding the finality of the Board's decisions and for the very reason that they are final, the Board is given broad powers under the last clause of Section 68 to reconsider any decision, order, direction, declaration or ruling made by it and to revoke any such decision, order, direction, declaration or ruling. In my view, unless the Legislature has somewhere limited the powers of anyone affected by a decision of the Board to make application to have its decision revoked, the Board is bound to hear the application and to determine whether the decision ought to be revoked or not. Under Sections 41, 43 and 44 some limitations have been put on the matters therein dealt with but the case before me does not come within any of these sections.

In his opinion the broad powers given under Section 68 are intended to cover situations that are not specifically dealt with where in the opinion of the Board the parties should have relief. Further, he said, where civil rights are restricted by legislation the courts ought not to be reluctant to keep avenues of relief open to those who are affected by the restrictive legislation. The employer has a very definite right to know that the union that is certified under the Labour Relations Act truly represents his employees.

In conclusion the Court quashed the decision of the Board dated August 2, 1957, and issued an order for *mandamus* directing the Board to hear the company's application to determine whether its decision of November 10, 1955, certifying the union should be revoked. *Genaire Limited and International Association of Machinists and the Ontario Labour Relations Board*, Ontario High Court of Justice, May 16, 1958, unreported.

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## Recent Regulations, Federal and Provincial

Newfoundland raises living allowances paid to apprentices while talking required technical courses. British Columbia amends boiler regulations

New apprenticeship regulations issued in Newfoundland raised the living allowances payable to apprentices undergoing technical training to \$8 and \$15 a week, depending on whether their residences are in St. John's or elsewhere, and increased the rates for apprentices with dependents to \$16 and \$23, respectively.

Amendments to the regulations under the British Columbia Boiler and Pressure Vessel Act set out new requirements for low-pressure heating boilers.

### FEDERAL

#### Financial Administration Act

The prevailing Rate Employees General Regulations (L.G., Feb., p. 187) have been amended by T. B. 528627-1 of August 28 with respect to time worked on a holiday.

A prevailing rate employee will continue to be paid two and one-half times the rates of normal pay and extra pay, if any, for time actually worked on a holiday. However, for the remainder of the normal working day, he will now receive, in



addition to his normal pay, any extra pay to which he would have been entitled had it not been a statutory holiday.

As before, with the approval of the Director, an employee who works on a holiday may be given compensatory leave equal to one and one-half times the number of hours actually worked. If he works normal hours or less on a holiday, he may now receive, in addition to his leave credits, his normal pay and extra pay for the day. An earlier amendment (T.B. 531656 of May 15) had provided that a prevailing rate employee who worked less than his regular hours on a holiday was to receive his normal pay and extra pay for the hours actually worked and his regular pay for the remainder of the normal working day.

If he works longer than normal hours on a holiday, a prevailing rate employee will continue to be paid at a rate equal to his normal rate and extra pay, if any, for every hour worked.

## PROVINCIAL

### British Columbia Boiler and Pressure-Vessel Act

Some amendments to the regulations under the British Columbia Boiler and Pressure-Vessel Act governing the design, construction and inspection of boilers and pressure vessels were gazetted on September 4 as B.C. Reg. 138/58.

Instead of the 1952 editions, the new regulations adopt as governing standards the 1956 editions of the applicable ASME Codes.

One of the new provisions with respect to low-pressure heating boilers states that before any person begins to install or alter a heating plant he must first obtain a permit from the Chief Inspector, submitting with his application a description of the work to be done and particulars as to the number and kind of boilers to be installed or altered.

Another is that plans and specifications of only heating plant installations over 50 H.P. must be sent to the Chief Inspector for approval. Previously, plans and specifications of all such installations had to be approved.

Upon completion of the work and before a low-pressure boiler is put into operation, a notice must be sent to the inspector, who, if he finds the work satisfactory and a responsible person in charge, may issue a certificate of inspection. If an inspection cannot be made at that time, however, the Chief Inspector is again authorized to issue an interim certificate upon receipt of the contractor's report form.

Another new section provides for fines of up to \$200 for failure to obtain a permit, a certification of inspection, or an interim certificate.

As well as being stamped in the prescribed manner, every low-pressure heating boiler shipped into the province must now be accompanied by a manufacturer's affidavit or report of construction or ASME data report.

### British Columbia Hours of Work Act

The occupation of bus operator, by which is meant an employee in charge of driving a motor-vehicle with seating accommodation for more than seven passengers used for the conveyance of the public, for which service a charge is made, was added to the schedule of the British Columbia Hours of Work Act by Regulation No. 1 (1958) gazetted on June 12.

A later regulation, No. 1A (1958), gazetted the same day, permits bus operators to work such extra hours over and above the 8- and 44-hour limits fixed by the Act as may be necessary to meet the requirements of public transportation. However, a minimum wage order last year, Order No. 52 (1957), requires overtime to be paid for all hours worked in excess of 8½ in a day or 47 in a week (L.G., May, 1957, p. 611).

### Newfoundland Apprenticeship Act

In Newfoundland, the living allowances payable to apprentices while taking the required technical courses were increased by new regulations gazetted on September 2, which replace the Apprenticeship (Remuneration) Regulations issued in 1955 and 1956 (L.G. 1955, p. 564; 1956, p. 1044).

The rate for single apprentices living at home in St. John's has been increased from \$6 to \$8 a week. Single apprentices whose homes are outside St. John's will now receive \$15 a week, instead of \$12 as formerly.

The weekly rate for an apprentice who is head of a family is now \$16 if his home is in St. John's and \$23 if elsewhere. Formerly, the weekly allowances for heads of families were \$15.90 and \$21, respectively.

As before, these allowances are also payable to prospective apprentices while pursuing pre-apprenticeship courses approved by the Provincial Apprenticeship Board.

Deductions will continue to be made for periods of absence from school but, as previously, where the absence is due to sickness, the remuneration may be paid for periods not exceeding three days.

*(Continued on page 1298)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims in August—139,700—decline 17 per cent from July's 167,400 but climb 21 per cent over previous August's total of 115,300, statistics\* show. Small drop in claimants on "live" file

The number of initial and renewal claims for unemployment insurance benefit in August was 139,700, nearly 17 per cent less than the July total of 167,400 but 21 per cent higher than in August 1957, when 115,300 claims were filed.

There was a small decline in the total of persons having a claim for unemployment insurance benefit in the "live" file during August, the count at 294,600 on August 29 being 2 per cent below the 300,800 recorded on July 31. On August 30, 1957, claimants numbered 208,700.

Plant shutdowns for annual vacations and layoffs occasioned by industrial disputes are among the factors contributing to the continuing high level of claimants. A person unemployed during a week by reason of a general plant holiday may claim benefit for that week and any holiday pay received is considered as earnings.

The proportion of males was constant at 70 per cent at each of the dates under review. Close to 50 per cent of males had been on continuous claim a relatively short period, i.e., four weeks or less, as of August 29, while only about 30 per cent of the females were in this category. A record of over 20 weeks on continuous claim was shown for close to one quarter of the females, as against 15 per cent of males.

One quarter of the initial claims adjudicated during August showed insufficient contributions to qualify for benefit. During July, the failure rate was 22 per cent, and one year ago it was 18 per cent.

August benefit payments amounted to \$19,500,000, down 27 per cent from the July total of \$26,800,000 but 50 per cent higher than the \$13,000,000 paid out during August 1957.

Weekly benefit payments averaged \$20.79 during August, \$20.67 for July and \$20.01 for August 1957.

\*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,315,965 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At August 31 employers registered numbered 306,193, an increase of 510 since July 31.

### Enforcement Statistics

During August 1958, investigations conducted by enforcement officers across Canada numbered 4,601. Of these, 3,111 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 73 were miscellaneous investigations. The remaining 1,417 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 152 cases, 79 against employers and 73 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 991.\*

### Unemployment Insurance Fund

Revenue received in August totalled \$20,078,081.64 compared with \$22,552,462.00 in July and \$21,367,129.25 in August 1957. Benefits paid in August totalled \$19,459,737.42 compared with \$26,782,089.93 in July and \$13,010,710.45 in August 1957. The balance in the fund on August 31 was \$640,909,350.83; on July 31 it was \$640,291,006.61 and on August 31, 1957, \$870,379,844.64.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1563, August 26, 1958

**Summary of the Main Facts:** The claimant, single, age 29, filed an initial claim for benefit at the local office in C....., B.C., and was registered as a general office clerk. She had last been employed as a cannery worker at a packing house in S....., B.C., her home town, from August 14, 1957, to October 5, 1957, when her employment terminated.

The claimant indicated on her weekly report for the week commencing November 24, 1957, that she had been attending the high school in C..... since November 20, 1957. Upon written query of the local office thereon as to the hours of her school attendance and the hours of her availability for work, she informed the local office that her school hours were from 9.00 a.m. to 3.20 p.m., that she could work in the evenings or early morning, and that she had one day out of seven when no classes were scheduled for the afternoon and one day out of seven when she had no classes until 11.00 a.m. The insurance officer disqualified her under section 54 (2) (a) of the Act, as from November 20, 1957, because the claimant had restricted her hours of availability for work to such an extent as to be considered unavailable for work within the meaning of that section.

In her appeal to the board of referees, the claimant stated that she was registered as a "packer" and that the hours of work for that occupation at her last place of employment had frequently been as follows:

12.00 p.m.-7.30 p.m.

6.00 p.m.-6.00 a.m. and 6.00 p.m.-4.00 a.m.

7.00 p.m.-5.00 a.m. and 7.00 p.m.-3.00 a.m.

8.00 a.m.-4.30 p.m.

9.00 a.m.-5.30 p.m.

She also declared that she had had three years experience as a nurse's aide and had, at times over the years, been registered in that occupation at the local office in V....., R..... and, she believed, C..... as well. The hours of work in that occupation apparently were:

7.00 a.m.-3.30 p.m.

3.30 p.m.-12.00 midnight

12.00 midnight-8.00 a.m.

11.00 p.m.-8.30 a.m.

She maintained that she was available for work even though attending school in the day time as the hours of work in her previous occupations had frequently been outside school hours. She stated also that although she had not been directed to attend school by the Commission, she was improving her opportunities of securing work in the future, which was in accordance with the intent of the Act. She concluded by saying that without insurance benefit, she might find it difficult if not impossible to continue in school.

The placement officer reported that she was registered at the local office in C..... as a general office clerk only. According to his information, there was only one packing house that had a night shift at present and ordinarily its employees alternated every two weeks between day and night shifts; he pointed out that, in special cases, however, an employee could be given straight night work. With regard to employment as nurse's aide the local hospital considered such work as professional and did not place employment orders through the local office.

Upon receipt of a copy of the submission to the board of referees, the claimant immediately wrote to the local office to explain the basis for her incorrect impression that her registered occupation was that of nurse's aide. She then proceeded to give in detail her employment history for the past several years. It appears that she had worked at many places and at several occupations such as nurse's aide, kitchen help, maid and factory worker and on many different shifts. At one time she had even worked for a period of four months in the dual occupations of housekeeper in a hotel, from 9.30 a.m. to 4.30 or 5.00 p.m., and taxi dispatcher, from 5.00 p.m. to 1.00 a.m.

**Conclusions and Considerations:** My decision is that this claimant is not available for work within the meaning of section 54 (2) (a) of the Act while a day-student in full-time attendance at the local high school.

It is true the Act provides, in section 57 (3), that a claimant is available for work during any period he is attending a course of instruction, but only provided the Commission has directed the claimant to attend



such course. Nothing in the evidence indicates any such direction was given in this case or, for that matter, even sought. Accordingly, the claimant's availability must be determined in the light of the principles applying to claimants generally.

The claimant's statements clearly indicate she would not be willing to accept suitable employment if such acceptance meant she would have to choose between school and any work offered. The presumption of non-availability adverted to in CUB-1249, which was cited earlier, is not rebutted therefore.

Availability "is also an objective matter that must be determined in the light of a claimant's prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created" (CUB-1374).

Firstly, the hours of the claimant's school attendance are officially prescribed and no attempt has been made by the claimant to establish the extent to which any adjustment of hours or curriculum could have been effected to facilitate her engaging at the same time in full-time remunerative employment. It is also clear that the prospect of suitable work that would be compatible with her school hours was most remote. The claimant's decision to nevertheless enrol as a regular day-time high school student amounts to the deliberate creation by her of circumstances which so restrict her likely prospects of employment as to constitute on her own initiative a temporary withdrawal from the labour market.

For the above reasons, I must dismiss the claimant's appeal.

The claimant has suggested that the Commission should direct claimants to high school courses in the same manner as it directs them to those of trade schools. I consider this to be an administrative matter which rests solely with the Commission.

#### **Decision CUB-1573, September 18, 1958**

**Summary of the Main Facts:** The claimant, single, 18 years of age, who resides in S....., Newfoundland, filed an initial application (postal) for benefit on December 3, 1957 and stated that he had worked as a fisherman from September 2, 1957, to October 18, 1957, when the fishing season ended. In answer to the question in the application "What have you been doing since your last job ended?" he stated, "Attending school".

The insurance officer disqualified the claimant from receipt of benefit as from December 1, 1957, because, in his opinion,

he was not available for work in that he was attending school (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on January 25, 1958, stating that as there were no employment opportunities for him in S..... and no fishing done there in the winter, he decided to attend school for a few months rather than spend his time doing nothing. He stated also that he was not forced to attend school and that if the local office could find a suitable job for him, he would accept it any time.

At the request of the board of referees, the manager of the local office wrote to the claimant on March 7, 1958, asking for information as to what efforts he had made to obtain employment and what opportunities were available to him for employment. He replied that when he filed his application for benefit (postal) in December 1957, he was also registered for employment which he considers is proof that he had made an effort to secure work; that inasmuch as there were no employment openings for him in S..... and about 70 per cent of the people there were unemployed and in addition, married men stood the best chance of obtaining any work that was available, he was, therefore, unable to find any.

The board of referees which heard the case in S....., Newfoundland, on April 17, 1958, unanimously maintained the decision of the insurance officer on the grounds that the claimant had failed to indicate he had made individual and serious efforts to procure employment or that he was willing to accept work immediately it was offered to him regardless of where it might be.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire, contending that he was ready at all times to accept any employment, even though he was attending school; that before going to school each day as well as after school, he tried to find work in S..... but without success; that he could not afford to go away without definite prospects of a job and that the National Employment Office did not at any time find employment for him notwithstanding that he had filed an application therefor with that office.

**Conclusions and Considerations:** In the present case, it is evident from the claimant's employment history that he had worked whenever he could as a fisherman, regardless how short were the periods for which work could be found. In addition, there is the claimant's reiterated declaration against which nothing contrary has

been adduced, that he was willing to abandon his attendance at school should any job prospects be offered him. Finally, it would appear that in the claimant's district there was, following the end of the fishing season, a great deal of unemployment, with the preference for whatever jobs were available being given to unemployed married men.

The earlier Umpire decision, CUB-1249, relied upon by the insurance officer in the present appeal, held that *prima facie*, full-time attendance at a school (to which not directed under section 57 (3) of the Act) is not consistent with availability for work. I would distinguish several circumstances therein which do not arise in the present

case. The claimant had voluntarily left her employment and, shortly after separation, had commenced a regular school-term at which her full-time attendance was necessary, in addition to which the claimant had also recently refused an offer of suitable employment. I might add that the circumstances of present case are also obviously different from those set forth in a very recent decision CUB-1563, which referred with approval to CUB-1249.

By reason of the exceptional circumstances in the present case, my decision therefore is to maintain the claimant's appeal and direct that the disqualification in the present case be removed.

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## Report of Board

(Continued from page 1288)

The Board is pleased to report that the unions and the employers in this dispute have reached settlement in the form of signed agreements.

The agreements in both cases cover a period of two years until August 31, 1960 and provide for wage increases as follows:

June 1, 1958—Increase 8 per cent above basic rates of pay in effect May 31, 1958

October 1, 1958—Additional increase 1 per cent above basic rates of pay in effect May 31, 1958

August 1, 1959—Additional increase 10 per cent above basic rates of pay in effect May 31, 1958,

which provides as of August 1, 1959 an ultimate wage increase of 19 per cent above the basic rates existing May 31, 1958.

The Board is gratified to record that these discussions were characterized by an attitude of reasonableness and complete absence of acrimony on the part of all concerned.

Respectfully submitted,

(Sgd.) ADAM BELL,  
Chairman.

(Sgd.) P. E. AYRHART,  
Member.

(Sgd.) E. HOPKINS,  
Member.

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## Recent Regulations

(Continued from page 1294)

A new provision states that an apprentice is not eligible for an allowance while he is receiving workmen's compensation, unemployment insurance or any other benefit, other than salary, under federal or provincial legislation, if the amount received is equal to or greater than the allowance payable under these regulations. However, if the benefit payment is less than the allowance, the amount of the benefit payment will be deducted from the living allowance.

The provision authorizing the Minister of Labour to require an apprentice who failed to complete his course to pay back the whole or part of the living allowance has been modified to provide that the Minister may make such an order only on the recommendation of the Apprenticeship Board.

## Newfoundland Labour Relations Act

An amendment to the regulations under the Newfoundland Labour Relations Act gazetted on September 2 permits the Labour Relations Board, with the approval of the Minister of Labour, to delegate to any person or board any or all of its powers or duties under the Act relating to any particular matter. This was done under authority of Section 60 of the Act, which further provides that a person or board so authorized has the powers of Commissioners under the Public Inquiries Act.

The Rules of Procedure of the Board were also amended by a new provision, No. 17A, which states that every interested party must comply with every reasonable request for information made by the Board or its Chief Executive Officer when investigating an application.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during September

### Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 318 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 247 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 372.00
Defence Production .....	103	1,686,770.00
Post Office .....	13	116,886.66
R.C.M.P. ....	3	19,480.09

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during September

During September the sum of \$972.75 was collected from 5 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 22 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Camp Gagetown N B:* Montclair Construction Co, construction of school with gymnasium (Job 51/54); Key Land Services Ltd, site improvement & planting (Job 54/54); Borgstrom Bros Ltd, site improvement & planting (Job 56/54). *Valcartier P Q:* Tellier & Groleau, construction of housing units & ground services (DND 10/58). *Ajax Ont:* W E Scott, \*exterior painting of houses (8/49). *Barrie/field Ont:* T A Andre & Sons Ltd, construction of school (DND 8/57). *Deep River Ont:* M & S Martin Reg'd, site improvement & planting (AECL 18/56); M & S Martin Reg'd, site improvement & planting (AECL 20/56). *Petawawa Ont:* Ontario Power Line Construction Co, installation of electrical system (DND 11/56); Conniston Construction Co, site improvement & planting (DND 8/55). *Toronto Ont:* Fontaine Nursery Farm, site improvement & planting (FP 1/53). *Edmonton Alta:* Precision Construction (Edmonton) Ltd, construction of housing units & ground services (DND 10/58). *Belmont Park B C:* Farmer Construction Ltd, construction of housing units & services (DND 5/58).

### Department of Citizenship and Immigration

*Seven Islands Indian Agency P Q:* Desrosiers et Freres Enrg, relocation & extension of Agency office, Seven Islands; Labrador Plumbing & Heating Inc, renovations to sewage disposal system at Seven Islands IRS. *James Bay Indian Agency Ont:* Pulsifier Construction Ltd, roof repairs at Moose Fort IRS, Moose Factory. *Clandeboyne Indian Agency Man:* Bird Construction Co Ltd, erection of prefabricated two classroom school, Bloodvein Reserve. *Dauphin Indian Agency Man:* Canadian Brown Steel Tank Co Ltd, erection of fire escapes at Pine Creek IRS. *Fisher River Indian Agency Man:* Louis Ducharme & Associates Ltd, construction of residences, Peguis Central Reserve. *Carlton Indian Agency Sask:* Botting & Dent Ltd, heating renovations at Prince Albert IRS. *Blood Indian Agency Alta:* J C Edgar & Sons Ltd, plumbing renovations, Blood IRS. *Saddle Lake Indian Agency Alta:* St. Paul Foundry Ltd, construction of water supply system at Cold Lake Indian day school & construction of pumphouse & water supply system at Saddle Lake Indian day school, Saddle Lake Indian Reserve. *Bella Coola Indian Agency B C:* Widsten Marine Services Ltd, alterations & improvements at Klemtu Indian day school (Kitasso IR No 1), Klemtu Reserve. *Stuart Lake Indian Agency B C:* T & E Construction Co, supply & installation of water tank & incidental equipment at Lejac IRS. *Williams Lake Indian Agency B C:* Prince George House Movers Ltd, moving & re-establishing Alexis Bay day school, Redstone Flats.

## Defence Construction (1951) Limited

*Gander Nfld*: Eastern Woodworkers Ltd, construction of drill & recreation hall (special type "A") & outside services, RCAF Station. *Bedford Basin N S*: Trynor Construction Co Ltd, asphalt paving at magazine area. *Greenwood N S*: Louis Donolo Inc, construction of roads, water & steam distribution systems, etc, RCAF Station; Powers Bros Ltd, installation of new boiler & auxiliary equipment, etc, central heating plant, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, construction of magazine & roads; Fundy Construction Co Ltd, construction of maintenance workshop & offices, Shannon Park. *Shearwater N S*: Trynor Construction Co Ltd, repairs to runways, etc, *HMCS Shearwater*. *Shelburne N S*: Standard Structural Steel Ltd, supply & erection of structural steel for terminal & generator bldgs at *HMCS Shelburne*. *Camp Gagetown N B*: Forbes & Sloat Ltd, construction of tank & anti-tank range. *Chatham N B*: Modern Construction Ltd, construction of addition to drill recreation hall, RCAF Station. *Valcartier P Q*: G M Gest Ltd, construction of joint fire alarm system. *Camp Borden Ont*: Disher Steel, Division of Dominion Structural Steel Ltd, supply & erection of structural steel for garage (P-156). *Cobourg Ont*: Ruliff Grass Construction Co Ltd, construction of RCE offices & stores bldg & outside services. *Gloucester Ont*: P E Brule Co Ltd, supply & installation of antenna ground radials, etc, in connection with antenna array, *HMCS Gloucester*. *Kingston Ont*: Runnymede Steel Construction Ltd, supply & erection of structural steel for skating rink, RMC. *Ottawa Ont*: M J Sulpher & Sons Ltd, construction of curling rink, *HMCS Carleton*. *Camp Shilo Man*: Maple Leaf Construction Ltd, asphalt surfacing of RCASC & RCSA Mechanical Transport Compounds. *Portage la Prairie Man*: W & G Ellwood, construction of school extension & outside services, RCAF Station. *Dundurn Sask*: Dural Ltd, installation of water treatment plant. *Various Locations across Canada*: The Tower Co Ltd, \*supply & delivery of prefabricated HF/DF Huts, RCN Supplementary Radio Command.

### Building and Maintenance

*Ancienne Lorette P Q*: LaSalle Asphalte Ltee, repairs to hangar apron & hardstand (hangar No 1), RCAF CE & PE Carde Detachment. *Senneterre P Q*: La Societe D'Entreprises Generales Ltee, construction of roads & parking areas, RCAF Station. *Belleville Ont*: Colt Contracting Co Ltd, exterior repointing & repairs of masonry & brickwork, Armoury. *Camp Borden Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of bldgs & steel arch hangars. *North Bay Ont*: Standard Paving Ltd, resurfacing of access road at RCAF Station. *Petawawa Ont*: Walker Painting & Decorating Co Ltd, exterior painting of bldgs at Camp. *Trenton Ont*: C A McDowell & Co, interior painting of PMQ's, RCAF Station. *Rivers Man*: D M Hawkins & Co, exterior painting of PMQ's, CJATC. *Winnipeg Man*: Swanson Construction Co Ltd, repairs to exterior brickwork & masonry, Fort Osborne Barracks. *Chilliwack B C*: Frogett & van der Mout, exterior painting of bldgs & PMQ's at Camp.

### Department of Defence Production

*Summerside P E I*: Curran & Briggs Ltd, resurfacing of military road entrance, RCAF Station; D E MacLean, construction of access road to LF/MF beacon site, RCAF Station. *Bedford N S*: Dean's Nursery Ltd, \*seeding & spraying of traverses, RCN, Bedford Magazine. *Cornwallis N S*: Fred Cleveland, interior painting & refinishing floors, officer's block, Bldg No 31-2, *HMCS Cornwallis*. *Greenwood N S*: Fred Cleveland, painting of markings on runways, RCAF station; Municipal Spraying & Contracting Ltd, \*application of asphaltic pavement on roads and paths, RCAF Station. *Halifax N S*: S W Ferguson Ltd, scraping, cleaning, etc, & painting cranes, *HMC Dockyard*; S W Ferguson Ltd, reroofing of Barrington Street Armoury; Hillis & Sons Ltd, installation of exhaust hoods & fans in Bldg 3, RCAF Station, Gorsebrook. *Sydney N S*: Maritime Builders Ltd, extension to central heating plant, RCAF Station. *Lachine P Q*: Francis Hawkin & Co Ltd, cleaning of main sewers & manholes, sewage system, RCAF Station. *Montreal P Q*: Boiler Brickwork Co Ltd, general repairs to brickwork, water tube boilers, Heating Plant Bldg, No 37, DND area. *Parent P Q*: Paquin Construction Co Ltd, landscaping various DND areas, RCAF Station. *Ste Foy P Q*: Keet Construction Co Ltd, excavation, backfilling, concrete & masonry work, Community Centre. *Valcartier P Q*: Union Quarries & Paving Ltd, paving of roads & paths at CARDE. *Val d'Or P Q*: Marcel Cotes, exterior painting of bldgs at RCAF Detachment. *Barriefield Ont*: Foley Construction Ltd, replacement of concrete curbs & sidewalks, DND area. *Kingston Ont*: T A Andre & Sons Ltd, renovation of Armoury; Eaton Construction Co, renovation of

mess bldg, Barriefield Camp. *Mount Hope Ont*: E Hatcher & Son, interior painting of bldgs, RCAF Station. *Ottawa Ont*: J R Statham Construction Ltd, installation of storm windows, RCAF Bldg No 7, Victoria Island. *Owen Sound Ont*: E C King Contracting Ltd, repairs to roads & installation of curbs, guard rails & storm drains & construction of gravelled parking lot, Armoury. *Rockcliffe Ont*: Ambassador Mfg Co, installation of garage doors, RCAF Station. *Portage la Prairie Man*: H G Hay Decorating Co, interior painting of PMQ's, RCAF Station. *Shilo Man*: Maple Leaf Construction Ltd, repairs to roads, Military Camp. *Winnipeg Man*: Twin Cities Painting & Bldg Cleaning Co, repairs & painting, Bldg No 30, Fort Osborne Barracks. *Saskatoon Sask*: Foulds Construction Ltd, installation of garage & entrance doors, PMQ garages, RCAF Station; Jack Knorr Painting & Decorating, exterior painting of PMQ's, RCAF Station. *Edmonton Alta*: Nadon Paving Ltd, repairs to roads, Griesbach Barracks; O K Construction Ltd, repairs to roads, Griesback Barracks. *Namoo Alta*: Automatic Sprinkler Co of Canada Ltd, conversion of sprinkler system, No 7 Supply Depot, RCAF Station, Lancaster Park. *Penhold Alta*: Asphalt Services Ltd, repairs to driveway, RCAF Station. *Camp Wainwright Alta*: Baril Construction, construction of concrete roadway, entrances & hard standing, RCEME Compound. *Burnaby B C*: A I M Steel Ltd, installation of chain link fence, No 2 CMU project; Hume & Rumble Ltd, erection of steel tower, No 2 CMU project, Burnaby Mountain. *Rocky Point B C*: W H Johnston, \*interior painting in laboratory area, RCNAD. *Vernon B C*: S & S Electric Co Ltd, replacement of power line poles & installation of disconnect switches, Military Camp.

### National Harbours Board

*Saint John N B*: Ross Engineering of Canada Ltd, installation of partial dust control system in grain elevator. *Montreal P Q*: Icanda Ltd, construction of pile foundations for transit shed, sections 62-65; Chas Duranceau Ltd, construction of foundations for Administration Bldg & Toll Plaza at south shore end of Jacques Cartier Bridge; Miron Construction Ltd, placing of fill on Nun's Island, construction of Champlain Bridge.

### National Research Council

*Ottawa Ont*: Paul Daoust Construction Ltd, construction of additional foundations to extend Bldg M-6 (Phase 3); Malloff Ltd, construction of cooling tower bldg; J E Copeland Co Ltd, construction of extension to Bldg M-7.

### Department of Northern Affairs and National Resources

*Prince Edward Island National Park P E I*: County Construction Co Ltd, construction of comfort station at Brackley Beach. *Cape Breton Highlands National Park N S*: Fred Pierce Ltd, \*supply & installation of oil fired furnace in Accountant's Residence. *Louisbourg N S*: Neil C McLean, \*supply & construction of fence & repointing cairn at Kennington Cove National Historic Site. *Fundy National Park N B*: Paul's Plumbing & Heating, installation of plumbing services, Motel & Central Bldg; G H Hamilton & Son Ltd, \*replacement of roof on 20 unit Motel. *Cabano P Q*: Edmond Pelletier, \*repairs to fence, demolition of present monument & erection of new monument, Temiscouata Portage Historic Site. *Fort Lennox P Q*: Jean-Jaule Trahan Ltd, installation of heating system in Officers' Quarters (Museum) Bldg. *Fort Lennox National Historic Park P Q*: Roger Electric Inc, \*installation of electrical wiring at Museum Bldg. *Fort Wellington National Historic Park Ont*: Peter Hage, \*repainting various bldgs, Prescott; L Grant, \*repointing stone entrance archway, Prescott. *Georgian Bay Islands National Park Ont*: Herb Carpenter, installation of plumbing & electrical systems for laundry & comfort station at Beausoleil Island. *Kingston Ont*: Kingston Roofing & Flooring Co Ltd, \*renovations to Murney Tower. *Point Pelee National Park Ont*: William Pimiskern, construction of three comfort stations & shower & laundry bldg. *Riding Mountain National Park Man*: R A McGimpsey, \*installation of heating system at Sugar Load Warden Station; R A McGimpsey, \*installation of plumbing & heating systems at Warden's Residence, Oakburn District; R A McGimpsey, \*installation of heating system at Rolling River Warden's Residence. *Banff National Park Alta*: Roger's Sheet Metal & Roofing Ltd, \*installation of ventilation system, Cave & Basin Bathhouse, Banff; T H Ehler, \*plaster & lathing repairs, Cave & Basin Bathhouse, Banff. *Waterton Lakes National Park Alta*: Lethbridge Sheet Metal, \*supply & installation of furnaces in two residences; Hall Bros, \*installation of plumbing system in laundry & comfort station; Central Electric, \*installation of electrical system, laundry & comfort station. *Fort Langley B C*: Moore Electric, \*installation of electric cable from distribution centre to Fort Area. *Kootenay National Park B C*: Don Young, \*installation of plumbing & heating systems at Warden's Residence, Sinclair Pass.



## Department of Public Works

*Prince Edward Island National Park P E I*: Diamond Construction Co (1955) Ltd, grading, culverts & paving Brackley Point Road to West end of Rustico Island. *Brooklyn N S*: Mosher & Rawling Ltd, wharf repairs. *Cape Breton Highlands National Park N S*: Chisholm Construction Co Ltd, grading, culverts & base course, Mile 15 to Mile 21 and Mile 22.5 to Mile 23.5, Cabot Trail. *Cook's Cove N S*: H E McDonald, wharf replacement. *Factory Cove N S*: Campbell & McIsaac, construction of wharf. *Long Cove (Port Medway) N S*: Continental Construction Co Ltd, breakwater reconstruction. *Meteghan N S*: Clare Industries Ltd, breakwater repairs. *New Haven N S*: St Lawrence Construction Ltd, construction of breakwater. *Sydney N S*: R A Douglas Ltd, wharf repairs. *Clair N B*: City of Edmundston, paving yard area, Customs-Immigration Bldg. *Grand Falls N B*: Conrad Forget Inc, construction of federal bldg. *Havre Aubert (Amherst) M I, P Q*: Les Entreprises de l'Est Ltée, construction of wharf. *Hull P Q*: John Colford Contracting Co Ltd, installation of air conditioning system, Infirmary Health Unit, National Printing Bureau. *Montreal P Q*: Berwill Boiler & Steel Works Ltd, retubing of No 1 boiler, Postal Terminal. *Newport (Riviere des Ilots) P Q*: Carter & Girard Ltd, breakwater reconstruction. *Riviere-au-Tonnerre P Q*: Anatole Lavoie, wharf repairs. *St Jean I O, P Q*: Blouin & Vaillancourt Enr, construction of protection wall. *Sept Iles P Q*: C Jobin Ltée, erection of federal bldg. *Cedar Beach Ont*: Ontario Marine & Dredging Ltd, harbour repairs. *Colchester Ont*: Ruliff Grass Construction Co Ltd, resurfacing of wharf. *London Ont*: McKay-Cocker Construction Ltd, addition to Isolation Annex, Veterans' Hospital. *Ottawa Ont*: Dixon Van Lines Ltd, moving furniture, equipment, etc, Trade & Commerce Bldg; Canadian Laboratory Supplies Ltd, supply & installation of laboratory equipment, Geological Bldg, Booth St; J R D'Aoust Reg'd, conversion & modernization of north & south elevator shaftways, Connaught Bldg; Roland Lariviere Ltd, rebuilding of chimneys, Rideau Hall; John Colford Contracting Co Ltd, boiler replacement, Central Heating Plant, Booth St; Otis Elevator Co, repairs to elevators, Old Printing Bureau; *Port Colborne Ont*: Intrusion-Prepakt Ltd, breakwater repairs. *Port Hope Ont*: Canadian Dredge & Dock Co Ltd, repairs to East pier; A E Hawkin Co Ltd, demolition & removal of abandoned cribwork, East pier. *Rockcliffe Ont*: Sirotek Construction Ltd, construction of Administration Bldg, RCMP (Air Division). *Timmins Ont*: Hill-Clark-Francis Ltd, construction of RCMP detachment quarters. *North Portal Sask*: P W Graham & Sons Ltd, construction of canopy supports at Customs-Immigration Bldg. *Fort Chipewyan Alta*: Edmonton Construction Co Ltd, construction of teacher's residence & power house, Fort Chipewyan Holy Angels residential school. *Banff National Park Alta*: Mannix Co Ltd, reconstruction of Banff Ave, Banff Townsite. *Lac La Biche Alta*: Quam Construction Co, breakwater wharf repairs. *Departure Bay B C*: A & B Construction Co Ltd, construction of salmon tanks, Pacific Biological Station. *Esquimalt B C*: Farmer Construction Ltd, reconditioning of graving dock, RCN Dockyards. *Fraser River (Harrison River) B C*: Greenlees Piledriving Co Ltd, construction of control structures. *Ganges B C*: Greenlees Piledriving Co Ltd, float extension & wharf repairs. *Glacier National Park B C*: Dawson, Wade & Co Ltd, grading, culverts & bridge construction, Mile 12.4 to Mile 18.7, Trans-Canada Hwy. *Kootenay National Park B C*: P F Law Construction Ltd, grading, culverts, base course & prime coat, Mile 9.5 to Mile 18, Banff-Windermere Hwy. *Ladner B C*: Pacific Piledriving Co Ltd, float & wharf renewal. *Lower Post B C & Watson Lake Y T*: Dawson & Hall Ltd, addition & alterations to IRS, Yukon Agency, Lower Post, & construction of RCMP detachment quarters, Watson Lake. *New Westminster B C*: Vancouver Pile Driving & Contracting Co Ltd, foundation renewal, Fisheries Station. *Sullivan Bay B C*: L K Creelman Co Ltd, construction of float & shed. *Vananda B C*: Victoria Pile Driving Co Ltd, harbour improvements. *Vancouver B C*: R D Bristowe Ltd, cleaning, repointing, water-proofing of stonework & painting exterior of Old Federal Bldg. *Yoho National Park B C*: New West Construction Co Ltd, grading, culverts, sub-base & base course Mile 0 to Mile 5, Emerald Lake Road. *Cambridge Bay N W T*: Progress Electric Ltd, electrical work in various bldgs for Dept of N A & N R. *Fort Simpson N W T*: Edmonton Construction Co Ltd, construction of various bldgs for Dept of Transport & Dept of N A & N R. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of bldgs for Dept of N A & N R & Dept of Transport. *Yellowknife N W T*: Edmonton Construction Co Ltd, construction of federal housing; O I Johnson Construction Ltd, alterations to federal bldg; Lundstrom & Einar Broten, repairs to seaplane wharf. *Mayo Y T*: V B Humphrey Construction Ltd, construction of RCMP detachment quarters.

### Contracts Containing The General Fair Wages Clause

*Skinner's Pond P E I*: Norman N MacLean, dredging. *Chapel Cove N S*: Harriss & Harriss, dredging. *Grand Etang N S*: Hariss & Hariss, dredging. *Pictou N S*: Ferguson

Industries Ltd, construction of six pontoons for Dredge No 12. *Bay du Vin N B*: Roger LeBlanc, dredging. *Moncton N B*: W R McLaughlin, alterations to UIC bldg; Hi-Lite Electric Ltd, installation of circuit breakers in federal bldg. *Seeley's Cove N B*: Saint John Dredging Co Ltd, dredging. *Blackpool P Q*: W Keddy & Sons Ltd, alterations to Customs & Excise bldg. *Jonquiere P Q*: Les Ateliers Couture, alterations to Post Office bldg. *Levis P Q*: Adelard Laberge Ltd, painting at federal bldg. *Montreal P Q*: Hefferman Tiles Ltd, installation of linoleum in Converters Bldg. *Quebec P Q*: L Marcon & Frere, platform surfacing at Postal Terminal. *Ragueneau P Q*: Fortunat Bernard, dredging. *Bath Ont*: Ray S Hicks, screenline repairs in federal bldg. *Bay of Quinte Ont*: Ontario Marine & Dredging Ltd, dredging. *Fort William Ont*: Thunder Bay Harbour Improvements Ltd, dredging. *Honey Harbour (Lily Pond) Ont*: Ontario Marine & Dredging Ltd, dredging. *Leamington Ont*: McNamara Construction Co Ltd, dredging. *Lindsay Ont*: L T Braunton Co Ltd, installation of dumbwaiter in federal bldg. *Nanticoke Creek Ont*: Dean Construction Co Ltd, dredging. *Ottawa Ont*: E Quipp & Co, alterations to Old Printing Bureau; P J Dunk, installation of valves in Old Printing Bureau; Ottawa Mechanical Services, boiler room repairs at Tunney's Pasture; Modern Decoration, exterior repairs at Tunney's Pasture; Canadian Baggage & Transfer Co, moving IBM installations from No 3 Bldg & British-American Bank Note Bldg to Dept of Finance Annex Bldg, Tunney's Pasture; Ted Wojdacki, redecoration at RCMP Headquarters bldg; F C Valiquette, floor alterations at Public Archives bldg; Evenson Bros, boiler repairs at Archives Bldg; L Beaudoin Construction, repairs to retaining wall, Experimental Farm; Rene Cleroux, repairs to central heating plant, Experimental Farm; A Lanctot Construction, installation of partitions, Old Bank Note Bldg; Fournier Van & Storage Ltd, moving Patents & Copyright offices from Woods Bldg to No 8 Bldg, & Department of Citizenship & Immigration offices to Woods Bldg; Presley Painting & Decoration, exterior painting, Royal Canadian Mint; Servant Electric Reg'd, lighting repairs, Centre Block, Parliament Bldgs. *Picton Ont*: F C Valiquette, parapet wall repairs at federal bldg. *Toronto Ont*: Taylor Bros, installation of shelving in bldg at 4 Mowat Ave. *Wingham Ont*: W White, repairs to wall, federal bldg. *Churchill Man*: Smith & Co, repairs to Government-owned houses, Site "A". *Minnedosa Man*: Minnedosa Plumbing & Heating, boiler repairs in federal bldg. *Regina Sask*: Home Petroleum Construction Ltd, installation of fuel oil tanks, Post Office bldg. *Vancouver B C*: B C Hardwood & Millwork Ltd, installation of shelving in Post Office bldg; Allied Builders Ltd, construction of twin screw shallow draft dredge tender. *Victoria B C*: Loyd's Painting & Paperhanging, exterior painting at Observatory.

### Department of Transport

*Goose Bay Labrador*: Evan S Martin Construction Ltd, construction of staff dwellings, living quarters & related work. *Cape Anguille Nfld*: R G McDougall Ltd, construction of light tower, fog alarm bldg & storage shed & demolition of existing bldgs. *Cape Ray Nfld*: R G McDougall Ltd, construction of light tower. *Gander Nfld*: Whelpton Electric Ltd, installation of airport lighting facilities. *Halifax N S*: Diamond Construction (1955) Ltd, additional development at International airport. *Point Lepreau N B*: W G Usher Co Ltd, construction of light tower. *Montreal P Q*: The Highway Paving Co Ltd, additional development of Dorval airport; P H Longley & Co Ltd, construction of regional field office & laboratory bldg. *Glen Ross Ont*: Riverside Construction, erection of lock-master's dwelling at Lock No 7. *Gore Bay Ont*: J M Fuller Ltd, addition to operations bldg; Carrington Construction Co Ltd, surfacing of parking area at aerodrome. *Healy Falls Ont*: Francis G Beaudoin, erection of bridgemaster's dwelling. *Malton Ont*: The Bell Telephone Co of Canada, replacement of defective control cable for AASR equipment at airport; Disher-Farrand Ltd, resurfacing of roads & parking areas at airport. *Ottawa Ont*: M J Sulpher & Sons Ltd, construction of standards laboratory bldg & related work; H J McFarland Construction Co Ltd, additional development at airport; J Becker Inc, installation of steam & condensate mains to Terminal & ancillary bldgs at Uplands airport. *Winnipeg Man*: Commonwealth Construction Co Ltd, construction of access roads to outer & middle marker sites at airport. *Swift Current Sask*: Power Installations (Sarnia) Ltd, installation of airport lighting facilities. *Alexo Alta*: T B Larson Construction Ltd, construction of non-directional beacon & related work. *Nootka B C*: J A Stewart & Saxton Construction Ltd, construction of dwelling & demolition of existing tower & dwelling. *Patricia Bay B C*: I C R Electric Ltd, installation of intensity lighting system at airport. *Princeton B C*: Kenyon & Co Ltd, construction of auxiliary power house & transmitter bldg. *Sandspit B C*: Stange Construction Co Ltd, construction of water supply reservoir & pumphouse at airport. *Tofino B C*: Thomas Gibson, modifications for administration & radio control bldg. *Williams Lake B C*: Dawson, Wade & Co Ltd, additional development at airport.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, October 1958

The consumer price index (1949=100) reached a new high at the beginning of October, rising 0.3 per cent from 125.6 in September to 126.0. In October 1957 it stood at 123.4\*.

Upward movements occurred in all five group indexes. The food, clothing, and household operation indexes each rose 0.4 per cent; increases in shelter and other commodities and services amounted to 0.1 per cent and 0.2 per cent, respectively.

The food index rose from 122.9 to 123.4. Beef prices, after easing since June, edged upwards. Prices were higher for most imported fruits and vegetables, particularly oranges, grapefruit, tomatoes and lettuce. Pork prices continued downwards, with lower prices also reported for eggs, coffee, and most domestically grown fruits and vegetables, notably apples and potatoes.

The shelter index was up fractionally from 139.4 to 139.6 as the national index of rents was unchanged but the home-ownership component increased 0.3 per cent.

The clothing index increased from 109.5 to 109.9, largely reflecting higher prices on new seasons' women's and girls' winter coats, compared with prices in effect at the close of last season.

An increase in the household operation index from 120.8 to 121.3 resulted from a combination of higher prices for coal and electricity; furniture and appliance prices up from previous month's sale prices; and increases for household supplies and services, including soaps, detergents, and some local telephone rates.

Generally higher fees for doctors, dentists and optical care were mainly responsible for carrying the other commodities and services index from 131.5 to 131.8. Somewhat higher prices were also recorded for gasoline, inter-urban bus fares, and local transportation, including taxi fares.

Group indexes in October 1957 were: food 121.7, shelter 135.9, clothing 108.7, household operation 120.1, and other commodities and services 127.4.

## City Consumer Price Indexes, September 1958

Consumer price indexes were higher in five of the ten regional cities between the beginning of August and September, with increases ranging from 0.4 per cent in

Edmonton-Calgary to 1.0 per cent in Montreal; lower in four, declines ranging from 0.1 per cent in Halifax to 0.5 per cent in St. John's; and the Saint John index was unchanged\*.

Food indexes declined in five of the six eastern regional cities, rising only in Montreal. In contrast, food indexes rose in all four western cities.

Shelter indexes rose in eight regional cities and were unchanged in Halifax and Ottawa. Clothing indexes were lower in three cities, unchanged in four and up slightly in the other three regional cities. Household operation indexes rose in seven cities, were unchanged in two and declined fractionally in Ottawa.

The other commodities and services group indexes moved up in five regional cities, were unchanged in four and eased slightly in the tenth city. Street car and bus fares increased sharply in Montreal and hospital rates were up in Montreal, Ottawa and Toronto. New passenger car prices were down somewhat in a number of cities. Magazine subscription rates increased across the country.

Regional consumer price index point changes between August and September were as follows: Montreal +1.2 to 126.1; Vancouver +0.9 to 126.0; Saskatoon-Regina +0.8 to 123.0; Winnipeg +0.6 to 123.3; Edmonton-Calgary +0.5 to 121.8; St. John's -0.6 to 112.5†; Ottawa -0.3 to 125.7; Toronto -0.2 to 128.7; Halifax -0.1 to 123.1. Saint John remained unchanged at 125.7.

## Wholesale Price Index, September 1958

Following three successive monthly decreases, Canada's general wholesale price index (1935-39=100) rose slightly from 226.8 to 227.1 between August and September. Four of the eight major group indexes were higher, two receded and the remaining two were unchanged. The general index was slightly higher than last year's September figure of 227.0.

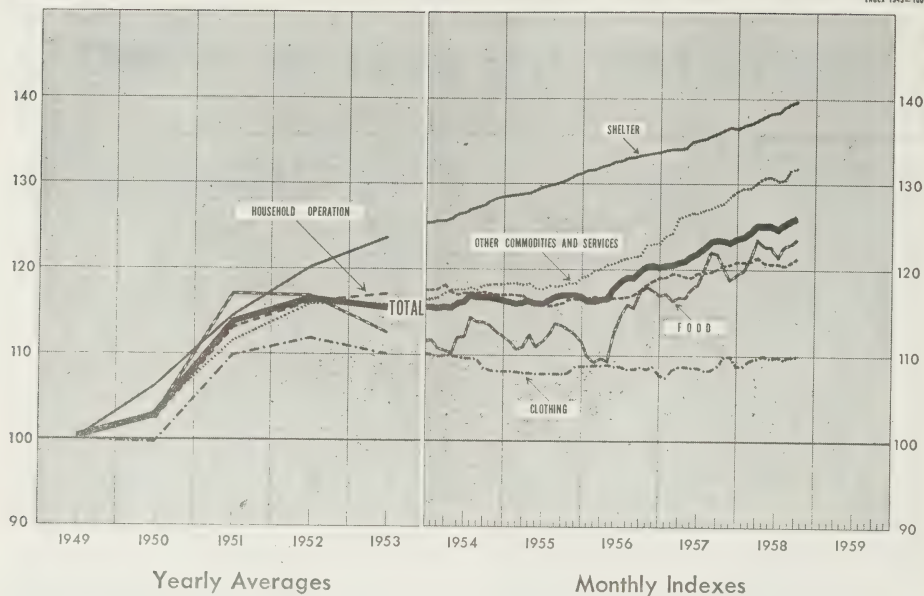
Higher prices recorded for paper board, cedar, woodpulp and newsprint contributed most to a 1.2-per-cent increase in the wood products index from 297.9 in August to 301.5. This marks the highest point the index has reached since September 1956,

\*See Table F-1 at back of book.

\*See Table F-2 at back of book.

†On base June 1951=100.





when it stood at 302.5. Higher prices for copper (electrolytic domestic) and silver offset decreases in tin ingots and caused the non-ferrous metals group index to increase 0.8 per cent from 164.2 to 165.6. Non-metallic minerals advanced 0.4 per cent from 186.7 to 187.5; the textiles index 0.2 per cent from 227.8 to 228.2.

Animal products declined 1.3 per cent, moving from 249.4 to 246.1; the vegetable products index eased 0.1 per cent from 198.3 to 198.2.

Chemical products at 183.4 and iron products at 251.6 showed no change from August.

**The residential building materials price index (1949=100)** rose 0.5 per cent from 127.7 in August to 128.4 in September. The non-residential building materials series (1949=100) moved up 0.2 per cent from 129.4 to 129.6.

#### U.S. Consumer Price Index, September 1958

The United States consumer price index (1947-49=100) remained unchanged at 123.7 between mid-August and mid-September. Food prices dropped slightly but the decrease was balanced by higher prices for clothing, medical care and transportation.

The previous month the index had registered its first decrease in two years but the September index was still 2.1 per cent higher than that in September 1957, when it stood at 121.1.

#### U.K. Index of Retail Prices, August 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined for the second consecutive month between mid-July and mid-August, dropping from 108.5 to 108.3. It was still two tenths of a point higher than in January and almost two full points higher than the previous August's 106.4.

The share of labour costs in West German industry's sales value went up by 7 per cent and reached 19.2 per cent in the first half of 1958, compared with 18.5 per cent at the same time last year.

The total of industrial wages and salaries increased 2 per cent from January to July 1958 but the number of hours worked in industry dropped 2.4 per cent as the result of collectively agreed cuts in regular working time.

# STRIKES AND LOCKOUTS

## September 1958

In September, close to 47,000 workers in Canada were involved in a total of 56 work stoppages amounting to 496,780 man-days.

The number of man-days lost during September was nearly twice as high as in August\*, and higher than the totals recorded in any month since July 1952. The number of workers on strike or locked out during September also represented the highest monthly total in six years.

More than half of the time loss for the month resulted from the continuing strike of 8,000 steelworkers in Hamilton, and from a dispute in Toronto which eventually involved some 15,000 construction workers. Another important work stoppage in September was the strike of 13,000 workers employed by the International Nickel Company of Canada in Sudbury and Port Colborne.

Of the 56 work stoppages reported during September, 21 involved 100 or more workers. Eleven of these larger work stoppages had started prior to September, and four of the eleven were still in progress at the end of the month. All but three of the ten larger work stoppages that began during September were still in progress at the end of the month.

Among the provinces, Ontario had the largest number of work stoppages and also the highest time loss: approximately three quarters of the total time loss during Sep-

tember was recorded in Ontario. More than four fifths of the time loss in that province was caused by three stoppages: the steel strike in Hamilton, the strike of workers employed by the International Nickel Company of Canada, and the dispute involving construction workers in Toronto.

Much of the time loss recorded during the month in Quebec was the result of a strike of approximately 1,800 shipbuilding workers in Lauzon; this stoppage, which began in mid-August, was still in progress at the end of September. In British Columbia, a large proportion of the time loss recorded during September was caused by a strike involving 1,300 longshoremen employed by the B.C. Shipping Federation. This work stoppage ended on September 24.

Work stoppages, mostly small, were also reported from nearly all other provinces. The largest work stoppage outside Ontario, Quebec and British Columbia involved 900 longshoremen in Newfoundland. This work stoppage began on August 21 and ended in mid-September.

Table 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, SEPTEMBER 1958.

Industry	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Mining .....	3	13,426	82,650
Manufacturing ....	29	13,695	257,445
Construction .....	11	17,292	108,310
Transportation .....	6	2,321	45,170
Trade .....	4	121	1,555
Service .....	3	89	1,650

Table 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, SEPTEMBER 1958.

Province	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Newfoundland .....	1	900	13,500
Nova Scotia .....	3	589	8,070
New Brunswick ...	1	100	400
Quebec .....	10	2,664	44,340
Ontario .....	34	39,995	388,040
Alberta .....	2	262	5,130
British Columbia ..	5	2,434	37,300

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during September 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 23, 1958**  
(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,306	110	447	1,783	2,303	1,099	564
Agricultural.....	875	*	65	204	217	356	32
Non-Agricultural.....	5,431	109	382	1,579	2,086	743	532
Males.....	4,782	92	346	1,358	1,709	844	433
Agricultural.....	785	*	61	189	186	318	30
Non-Agricultural.....	3,997	91	285	1,169	1,523	526	403
Females.....	1,524	18	101	425	594	255	131
Agricultural.....	90	*	*	15	31	38	*
Non-Agricultural.....	1,434	18	97	410	563	217	129
All Ages.....	6,306	110	447	1,783	2,303	1,099	564
14—19 years.....	735	13	59	252	225	139	47
20—24 years.....	801	17	61	259	272	130	62
25—44 years.....	2,834	50	177	793	1,066	479	269
45—64 years.....	1,706	28	128	430	651	305	164
65 years and over.....	230	*	22	49	89	46	22
<i>Persons with Jobs</i>							
All status groups.....	6,025	98	419	1,675	2,220	1,080	533
Males.....	4,548	81	320	1,269	1,641	830	407
Females.....	1,477	17	99	406	579	250	126
Agricultural.....	868	1	63	202	216	355	31
Non-Agricultural.....	5,157	97	356	1,473	2,004	725	502
Paid Workers.....	4,762	82	320	1,340	1,877	690	453
Males.....	3,456	67	235	979	1,351	487	337
Females.....	1,306	15	85	361	526	203	116
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	281	12	28	108	83	19	31
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,085	154	438	1,428	1,706	853	506
Males.....	905	45	90	229	275	154	112
Females.....	4,180	109	348	1,199	1,431	699	394

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended August 23, 1953		Week Ended July 19, 1953		Week Ended August 24, 1957	
	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>
Total looking for work.....	300	285	320	304	191	180
Without Jobs.....	281	267	291	278	176	167
Under 1 month.....	81	—	86	—	67	—
1—3 months.....	104	—	93	—	70	—
4—6 months.....	40	—	49	—	21	—
7—12 months.....	42	—	51	—	14	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	19	18	29	26	15	13
1—14 hours.....	*	*	10	*	*	*
15—34 hours.....	13	12	19	17	11	10

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period *	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1957 1st six months.....	3,413	34,937	96,157	23,822	24,087	182,416	106,639
1958 1st six months.....	1,700	15,256	34,403	8,723	7,662	67,744	34,129

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 1st six months.....	9,750	11,054	4,027	4,525	10,139	8,290	1,761	39,515	14,879	424	104,364
1958 1st six months.....	4,058	4,107	766	1,380	5,952	3,076	325	10,806	5,011	261	35,742

## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1953 Averages*	73	329	70	252	217	35	976
1954 Averages	73	323	69	261	239	35	1,000
1955 Averages	77	342	78	278	256	37	1,068
1956 Averages	87	379	93	307	283	41	1,190
1957 Averages	90	397	97	335	316	44	1,279
1957—August	104	403	110	347	325	46	1,335
September	103	404	114	347	331	46	1,345
October	97	401	116	345	330	46	1,335
November	89	397	104	348	332	46	1,316
December	84	396	92	343	328	45	1,288
1958—January	78	376	82	327	325	43	1,231
February	80	381	75	328	325	43	1,232
March	75	384	78	328	326	42	1,233
April	72	387	90	337	331	44	1,261
May	82	395	105	347	342	44	1,315
June	90	399	114	351	352	46	1,352
July	92	396R	114	353	335	46	1,336R
August	94P	393P	119P	353P	341P	46P	1,346P

\* Includes Newfoundland, since 1949. R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,766,408.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	121.8	201.3	164.7	70.75	111.7	185.7	165.2	72.63

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957
(a) Provinces						
Newfoundland.....	138.2	133.4	150.2	61.94	62.28	63.31
Prince Edward Island.....	120.8	117.8	125.2	50.89	52.11	50.92
Nova Scotia.....	100.2	97.0	105.1	58.37	59.13	56.50
New Brunswick.....	101.9	100.2	109.8	58.72	56.82	57.36
Quebec.....	120.5	120.4	125.0	68.19	67.29	65.58
Ontario.....	122.1	122.5	127.7	73.82	73.96	71.22
Manitoba.....	113.7	112.0	116.3	67.47	67.87	65.22
Saskatchewan.....	135.9	133.8	136.9	69.37	68.99	66.10
Alberta (including Northwest Territories).....	160.0	155.5	163.0	72.51	73.32	69.18
British Columbia (including Yukon).....	118.8	118.0	113.9	74.71	75.51	73.93
<b>Canada.....</b>	<b>121.8</b>	<b>121.3</b>	<b>127.6</b>	<b>70.75</b>	<b>70.70</b>	<b>68.41</b>
(b) Metropolitan Areas						
St. John's.....	133.1	127.3	131.9	50.61	50.74	50.47
Sydney.....	91.6	90.8	93.2	75.14	75.26	72.41
Halifax.....	113.3	112.3	117.3	57.69	57.51	55.31
Saint John.....	92.8	94.1	97.8	54.86	54.04	52.38
Quebec.....	112.2	112.4	115.1	59.08	58.71	56.88
Sherbrooke.....	97.2	97.2	107.6	57.76	57.29	55.92
Three Rivers.....	116.6	120.0	124.9	64.96	64.02	63.38
Drummondville.....	70.1	72.7	75.2	58.40	58.16	56.71
Montreal.....	122.5	123.1	126.1	69.69	68.34	66.64
Ottawa—Hull.....	123.3	123.0	123.0	65.36	65.09	62.73
Peterborough.....	98.5	98.4	106.4	78.79	77.91	74.29
Oshawa.....	147.5	173.1	171.1	72.92	80.36	73.08
Niagara Falls.....	112.6	115.0	132.9	72.80	74.51	73.38
St. Catharines.....	106.3	113.4	125.2	79.16	80.51	78.60
Toronto.....	131.4	131.8	132.8	75.00	74.65	71.53
Hamilton.....	108.7	109.1	117.4	78.12	77.65	75.19
Brantford.....	84.4	86.3	87.9	66.14	66.98	64.18
Galt.....	112.6	112.1	118.4	63.34	63.75	61.15
Kitchener.....	115.8	114.9	117.2	66.07	66.88	63.95
Sudbury.....	136.1	138.0	147.8	77.11	86.58	85.31
London.....	121.0	121.9	119.9	67.28	66.94	64.23
Sarnia.....	130.5	134.7	144.5	90.42	92.13	87.65
Windsor.....	78.4	82.1	97.0	78.05	77.96	74.20
Sault Ste. Marie.....	145.7	142.1	146.0	86.14	86.08	86.32
Ft. William—Pt. Arthur.....	125.6	122.9	129.0	70.98	72.37	72.64
Winnipeg.....	109.8	108.6	110.2	63.66	64.34	61.21
Regina.....	125.7	126.6	127.7	65.25	65.38	65.23
Saskatoon.....	140.8	138.0	135.6	64.57	63.87	60.91
Edmonton.....	187.5	185.7	188.4	69.05	69.03	66.21
Calgary.....	166.2	160.0	168.6	68.02	68.61	65.57
Vancouver.....	116.3	116.2	126.0	74.35	74.38	71.60
Victoria.....	117.1	116.8	124.6	68.85	69.63	64.97

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957
<b>Mining</b> .....	<b>127.0</b>	<b>126.8</b>	<b>131.7</b>	<b>84.72</b>	<b>86.08</b>	<b>83.39</b>
Metal mining.....	141.6	141.2	141.9	86.21	88.51	86.93
Gold.....	76.4	75.9	78.3	71.09	72.87	70.67
Other metal.....	202.4	202.2	201.2	91.54	93.99	92.83
Fuels.....	100.5	99.3	110.0	86.33	87.22	81.66
Coal.....	54.9	53.7	59.7	69.55	71.17	63.80
Oil and natural gas.....	279.1	277.9	293.2	99.24	99.35	94.93
Non-metal.....	140.2	143.5	151.6	74.42	72.88	72.13
<b>Manufacturing</b> .....	<b>111.7</b>	<b>112.0</b>	<b>118.1</b>	<b>72.63</b>	<b>73.06</b>	<b>69.95</b>
Food and beverages.....	121.8	116.1	122.2	64.12	65.00	60.92
Meat products.....	135.4	131.9	130.4	72.86	73.85	69.41
Canned and preserved fruits and vegetables.....	140.1	106.3	161.5	51.41	54.51	47.33
Grain mill products.....	104.0	105.8	104.9	71.81	72.20	68.67
Bread and other bakery products.....	111.7	111.4	112.4	64.66	64.95	61.73
Biscuits and crackers.....	95.7	98.1	96.2	54.98	55.03	52.64
Distilled and malt liquors.....	112.6	108.6	112.0	84.77	84.34	80.56
Tobacco and tobacco products.....	90.4	91.2	87.1	75.62	70.25	68.96
Rubber products.....	100.3	100.2	108.2	74.88	75.89	70.54
Leather products.....	86.6	85.8	88.8	49.49	49.62	47.75
Boots and shoes (except rubber).....	92.2	91.1	94.2	46.84	46.75	45.79
Textile products (except clothing).....	75.4	76.4	83.9	58.14	58.60	55.68
Cotton yarn and broad woven goods.....	72.1	74.2	82.6	52.29	53.98	51.59
Woolen goods.....	59.7	58.3	71.4	55.85	56.32	53.12
Synthetic textiles and silk.....	78.6	78.6	86.3	65.34	65.21	62.07
Clothing (textile and fur).....	89.3	88.9	92.3	46.01	44.90	44.20
Men's clothing.....	92.5	93.2	98.7	44.87	44.71	42.57
Women's clothing.....	92.6	90.2	91.7	47.85	44.69	46.35
Knit goods.....	74.8	74.5	78.2	45.00	44.32	43.86
Wood products.....	109.3	108.0	112.7	61.92	62.47	59.43
Saw and planing mills.....	112.7	110.7	114.9	63.01	64.17	60.72
Furniture.....	109.6	109.2	112.9	61.59	60.58	58.70
Other wood products.....	92.9	93.1	102.0	56.45	57.17	54.17
Paper products.....	124.4	124.7	127.9	84.39	85.09	84.42
Pulp and paper mills.....	125.0	124.9	130.8	89.98	91.08	90.91
Other paper products.....	123.0	124.0	120.8	70.39	70.18	66.93
Printing, publishing and allied industries.....	118.7	119.5	119.6	79.00	78.57	75.21
Iron and steel products.....	103.2	104.4	115.1	82.04	82.00	78.93
Agricultural implements.....	56.3	61.6	61.1	80.24	83.65	76.01
Fabricated and structural steel.....	162.5	163.1	179.4	83.65	83.05	79.34
Hardware and tools.....	88.6	90.2	96.4	73.41	73.92	72.23
Heating and cooking appliances.....	101.4	99.8	101.3	71.89	71.75	68.05
Iron castings.....	93.6	95.8	103.5	77.14	77.31	75.32
Machinery mfg.....	106.9	108.0	125.3	78.84	78.79	75.48
Primary iron and steel.....	111.3	110.7	128.8	93.42	92.74	90.41
Sheet metal products.....	104.0	103.7	114.4	82.05	80.32	77.71
Transportation equipment.....	122.1	129.5	143.2	80.42	82.00	77.34
Aircraft and parts.....	367.1	370.0	396.5	88.43	87.97	81.17
Motor vehicles.....	96.0	106.3	127.5	82.29	87.79	80.20
Motor vehicle parts and accessories.....	88.4	105.2	110.7	78.06	81.43	76.16
Railroad and rolling stock equipment.....	77.4	79.3	82.9	72.40	73.77	72.21
Shipbuilding and repairing.....	143.7	151.8	154.4	76.20	76.04	75.21
Non-ferrous metal products.....	126.6	127.3	122.0	83.72	85.00	80.18
Aluminum products.....	131.2	128.8	141.8	81.78	80.36	75.08
Brass and copper products.....	104.8	104.5	108.3	77.40	78.52	74.34
Smelting and refining.....	152.6	154.2	136.3	90.12	92.22	88.83
Electrical apparatus and supplies.....	134.4	135.8	150.7	79.31	77.57	75.09
Non-metallic mineral products.....	140.1	137.0	139.5	77.00	76.84	73.06
Clay products.....	109.1	109.0	105.6	69.13	70.06	68.29
Glass and glass products.....	132.8	124.9	136.3	74.20	73.40	67.98
Products of petroleum and coal.....	143.1	144.2	146.6	102.66	105.19	100.75
Chemical products.....	132.4	133.1	134.9	83.58	83.60	79.23
Medicinal and pharmaceutical preparations.....	120.7	119.9	114.7	76.08	74.77	69.81
Acids, alkalis and salts.....	149.5	152.3	146.3	93.25	93.60	88.93
Miscellaneous manufacturing industries.....	119.9	120.3	111.8	65.04	64.88	60.76
<b>Construction</b> .....	<b>147.1</b>	<b>140.1</b>	<b>158.4</b>	<b>76.40</b>	<b>74.91</b>	<b>75.14</b>
Building and general engineering.....	145.1	138.6	163.6	83.63	81.19	82.47
Building.....	146.4	137.2	164.9	81.14	79.29	80.44
General engineering.....	139.4	137.7	158.1	94.57	93.12	91.27
Highways, bridges and streets.....	150.4	142.5	150.1	65.20	65.11	62.38
<b>Service</b> .....	<b>142.2</b>	<b>141.3</b>	<b>140.8</b>	<b>47.83</b>	<b>47.96</b>	<b>45.15</b>
Hotels and restaurants.....	135.9	134.1	138.1	37.95	38.47	37.05
Laundries and dry cleaning plants.....	116.6	118.3	115.7	42.70	43.35	41.44
Other service.....	191.7	189.9	182.7	71.74	71.70	67.34
<b>Industrial composite</b> .....	<b>121.8</b>	<b>121.3</b>	<b>127.6</b>	<b>70.75</b>	<b>70.70</b>	<b>68.41</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	August 1, 1958	July 1, 1958	August 1, 1957	August 1, 1958	July 1, 1958	August 1, 1957
Newfoundland.....	38.0	42.4	44.1	152.2	144.8	152.4
Nova Scotia.....	40.7	41.1	41.9	146.7	148.0	143.5
New Brunswick.....	42.2	41.8	42.2	143.9	142.5	140.3
Quebec.....	41.3	40.8	41.6	149.9	150.7	144.1
Ontario.....	40.3	40.6	40.3	174.0	174.8	169.1
Manitoba.....	40.3	40.9	40.1	154.6	155.1	150.2
Saskatchewan.....	39.3	39.7	39.7	177.2	176.8	166.9
Alberta <sup>(1)</sup> .....	39.8	40.9	40.1	173.2	174.9	166.5
British Columbia <sup>(2)</sup> .....	37.2	37.3	37.3	199.5	201.2	189.3

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	120.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958 <sup>(1)</sup> .....	40.4	165.8	66.98	160.6	125.2	128.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.



TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	40.6	41.6	42.0	194.8	195.3	187.9	79.09	81.24	78.92
Metal mining.....	40.4	41.9	42.8	203.2	203.3	196.1	82.09	85.18	83.93
Gold.....	41.6	43.0	41.8	159.4	158.7	158.6	66.31	68.24	66.29
Other metal.....	39.9	41.5	43.2	220.4	220.5	210.5	87.94	91.51	90.94
Fuels.....	39.7	40.7	39.2	186.4	185.8	180.0	74.00	75.62	70.56
Coal.....	39.1	40.3	37.4	172.8	172.4	163.7	67.56	69.48	61.22
Oil and natural gas.....	40.6	41.4	42.5	209.5	210.2	205.6	85.06	87.02	87.38
Non-metal.....	43.3	41.7	43.1	170.0	172.3	164.6	73.61	71.85	70.94
Manufacturing.....	40.4	40.5	40.5	165.8	166.6	160.4	66.98	67.47	64.96
Food and beverages.....	41.0	41.4	41.1	143.6	144.2	136.3	58.88	59.70	56.02
Meat products.....	41.2	41.5	40.1	168.0	168.4	163.8	69.22	69.89	65.68
Canned and preserved fruits and vegetables.....	39.2	38.2	40.0	115.6	112.6	105.4	45.32	46.83	42.16
Grain mill products.....	42.5	43.0	43.0	158.2	158.6	155.0	67.24	68.20	66.65
Bread and other bakery products.....	42.9	43.5	43.3	134.2	133.0	129.2	57.57	57.86	55.94
Distilled and malt liquors.....	40.8	40.4	41.0	191.6	192.6	182.4	78.17	77.81	74.78
Tobacco and tobacco products.....	42.6	39.8	40.5	167.8	168.3	158.1	71.48	64.99	64.03
Rubber products.....	40.3	41.2	39.5	171.6	171.7	167.3	69.15	70.74	66.28
Leather products.....	40.1	39.8	39.7	114.1	115.1	110.1	45.75	45.81	43.71
Boots and shoes (except rubber).....	39.7	39.3	39.6	109.1	109.7	106.7	43.31	43.11	42.25
Textile products (except clothing).....	41.3	41.7	41.3	124.5	124.8	121.0	51.42	52.04	49.97
Cotton yarn and broad woven goods.....	38.2	39.3	38.9	123.0	123.9	120.9	46.99	48.69	47.03
Woolen goods.....	43.1	43.4	42.5	118.0	117.4	113.3	50.86	50.95	48.45
Synthetic textiles and silk.....	43.5	43.5	43.8	133.4	132.7	127.9	58.03	57.72	56.02
Clothing (textile and fur).....	37.6	36.6	37.4	108.2	107.8	105.0	40.68	39.45	39.27
Men's clothing.....	36.9	36.4	36.1	109.4	109.8	105.7	40.37	39.97	38.16
Women's clothing.....	36.0	33.5	35.8	115.2	112.7	113.8	41.47	37.75	40.74
Knit goods.....	40.0	38.7	39.7	110.1	101.5	99.3	40.44	39.28	39.42
*Wood products.....	40.9	41.0	40.6	145.2	145.8	139.4	59.39	59.78	56.60
Saw and planing mills.....	40.0	40.4	39.8	153.1	154.2	147.6	61.24	62.30	58.71
Furniture.....	42.7	41.7	42.1	134.9	135.1	129.7	57.60	56.31	54.60
Other wood products.....	41.6	42.5	41.8	127.1	126.5	120.2	52.87	53.76	50.24
Paper products.....	40.9	41.4	42.2	193.0	193.0	189.2	78.94	79.90	79.84
Pulp and paper mills.....	40.8	41.4	42.5	206.8	206.8	203.1	84.37	85.62	86.32
Other paper products.....	41.3	41.3	41.4	154.4	153.9	145.6	63.77	63.56	60.28
Printing, publishing and allied industries.....	39.7	39.1	40.4	196.9	198.7	187.1	78.17	78.29	75.59
*Iron and steel products.....	40.6	40.6	41.0	191.4	191.4	184.3	77.71	77.71	75.56
Agricultural implements.....	39.3	41.0	39.5	188.2	191.5	179.8	73.96	78.52	71.02
Fabricated and structural steel.....	40.5	40.1	40.6	187.2	187.1	181.4	75.82	75.15	73.65
Hardware and tools.....	40.2	40.6	41.0	166.6	167.3	165.1	66.97	67.92	67.69
Heating and cooking appliances.....	41.4	41.3	40.8	163.7	164.5	156.4	67.77	67.94	63.81
Iron castings.....	40.1	39.8	40.7	183.2	184.8	176.9	73.46	73.55	72.00
Machinery manufacturing.....	41.0	40.9	41.9	179.5	179.3	171.8	73.60	73.33	71.98
Primary iron and steel.....	40.1	39.8	40.8	223.9	223.2	214.0	89.78	88.83	87.56
Sheet metal products.....	41.6	41.2	41.6	188.7	189.8	179.1	78.50	76.55	74.51
*Transportation equipment.....	39.2	40.5	39.9	188.5	189.0	182.3	80.51	79.43	73.79
Aircraft and parts.....	41.1	40.9	40.5	195.9	194.2	182.2	80.51	79.43	73.79
Motor vehicles.....	35.6	39.8	37.8	203.0	202.0	193.7	72.50	80.73	73.32
Motor vehicle parts and accessories.....	38.1	40.5	39.0	185.2	188.7	182.7	70.56	76.42	71.25
Railroad and rolling stock equipment.....	38.8	40.1	39.7	179.3	180.2	179.4	69.57	72.26	71.22
Shipbuilding and repairing.....	41.2	41.1	42.6	183.0	182.1	176.3	75.40	75.25	75.10
*Non-ferrous metal products.....	39.3	40.4	40.3	195.9	194.9	184.8	76.99	78.74	74.47
Aluminum products.....	42.0	41.5	40.8	169.1	165.0	156.8	71.02	68.48	63.97
Brass and copper products.....	40.0	40.9	41.2	181.5	180.6	169.1	72.60	73.87	69.67
Smelting and refining.....	38.5	40.1	40.1	215.0	213.5	207.0	82.78	85.61	83.01
*Electrical apparatus and supplies.....	40.5	39.3	40.3	173.4	171.8	166.3	70.23	67.52	67.02
Heavy electrical machinery and equipment.....	40.8	40.2	40.6	194.4	192.3	188.1	79.32	77.30	76.37
Radios and radio parts.....	40.6	40.7	40.1	154.5	152.8	145.9	62.73	62.19	58.51
Batteries.....	41.2	39.4	40.4	164.0	163.5	162.4	67.57	61.42	65.61
Refrigerators, vacuum cleaners and appliances.....	40.6	40.5	38.1	174.4	173.6	169.5	70.81	70.31	64.58
Miscellaneous electrical products.....	39.1	37.2	40.6	162.9	162.6	153.0	63.69	60.49	62.12
Wire and cable.....	43.0	37.8	42.6	192.1	189.3	181.3	82.60	70.42	77.23
*Non-metallic mineral products.....	44.3	43.6	43.2	165.9	167.3	159.8	73.49	72.94	69.03
Clay products.....	42.5	42.6	42.5	153.1	153.9	148.9	65.07	65.56	63.28
Glass and glass products.....	43.4	42.3	42.2	163.5	163.5	152.3	70.96	69.16	64.27
Products of petroleum and coal.....	40.1	41.5	41.0	229.6	233.3	220.5	92.07	96.82	90.41
Chemical products.....	40.8	41.1	40.4	182.2	182.3	173.1	71.34	71.93	69.93
Medicinal and pharmaceutical preparations.....	41.5	41.6	38.7	143.4	143.2	132.5	59.51	59.57	51.28
Acids, alkalis and salts.....	40.7	41.1	40.3	209.4	207.2	199.7	83.23	85.16	80.48
Miscellaneous manufacturing industries.....	41.4	41.2	40.9	139.3	139.1	131.1	57.67	57.31	53.62
*Durable goods.....	40.4	40.7	40.6	179.0	179.5	172.8	72.32	73.06	70.16
Non-durable goods.....	40.3	40.3	40.5	152.8	153.6	147.3	61.58	61.90	59.66
Construction.....	42.7	41.6	43.0	176.1	176.5	174.6	75.37	73.42	75.08
Building and general engineering.....	43.0	40.9	43.0	192.0	193.7	189.1	81.98	79.22	81.44
Highways, bridges and streets.....	42.7	42.7	42.8	147.0	147.8	143.0	63.60	63.11	61.29
Electric and motor transportation.....	44.1	44.7	44.4	168.9	166.4	159.7	71.48	71.47	70.91
Service.....	39.5	39.8	39.9	95.0	95.8	91.7	37.53	38.13	36.59
Hotels and restaurants.....	39.7	39.7	40.4	92.7	93.3	89.9	36.80	37.04	36.32
Laundries and dry cleaning plants.....	39.4	40.3	39.6	95.5	96.4	89.8	37.63	38.85	35.56

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registration for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958 <sup>(1)</sup> .....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958 <sup>(1)</sup> .....	9,385	11,430	20,815	228,426	107,123	335,549

\* Current Vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 29, 1958<sup>(1)</sup>

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 31 1958	August 30 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,572</b>	<b>186</b>	<b>1,758</b>	— <b>1,980</b>	+ <b>280</b>
<b>Forestry</b> .....	<b>292</b>	<b>4</b>	<b>296</b>	+ <b>142</b>	— <b>1,434</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>371</b>	<b>47</b>	<b>418</b>	+ <b>47</b>	— <b>202</b>
Metal Mining.....	182	14	196	— 37	— 134
Fuels.....	139	23	162	+ 112	— 43
Non-Metal Mining.....	10	2	12	— 45	0
Quarrying, Clay and Sand Pits.....	15	1	16	+ 9	+ 1
Prospecting.....	25	7	32	+ 8	— 26
<b>Manufacturing</b> .....	<b>2,185</b>	<b>2,888</b>	<b>5,073</b>	+ <b>946</b>	— <b>2,003</b>
Foods and Beverages.....	380	599	979	+ 593	— 516
Tobacco and Tobacco Products.....	1	10	11	— 10	0
Rubber Products.....	8	7	15	— 37	— 38
Leather Products.....	50	153	208	+ 36	— 154
Textile Products (except clothing).....	66	107	173	— 27	— 126
Clothing (textile and fur).....	82	1,297	1,379	+ 321	— 251
Wood Products.....	246	74	320	+ 47	— 105
Paper Products.....	61	56	117	+ 6	— 120
Printing, Publishing and Allied Industries.....	98	115	213	+ 66	— 68
Iron and Steel Products.....	333	119	452	+ 9	— 156
Transportation Equipment.....	332	25	357	— 48	— 274
Non-Ferrous Metal Products.....	81	29	110	— 2	— 54
Electrical Apparatus and Supplies.....	161	99	260	+ 13	— 60
Non-Metallic Mineral Products.....	62	40	102	— 16	— 8
Products of Petroleum and Coal.....	31	16	47	— 26	+ 8
Chemical Products.....	121	61	182	+ 8	— 51
Miscellaneous Manufacturing Industries.....	72	76	148	+ 13	— 30
<b>Construction</b> .....	<b>1,632</b>	<b>79</b>	<b>1,711</b>	— <b>133</b>	— <b>706</b>
General Contractors.....	994	46	1,040	— 237	— 681
Special Trade Contractors.....	638	33	671	+ 104	— 25
<b>Transportation, Storage and Communication</b> .....	<b>400</b>	<b>220</b>	<b>620</b>	— <b>46</b>	— <b>331</b>
Transportation.....	331	90	421	— 25	— 249
Storage.....	22	16	38	+ 4	— 24
Communication.....	47	114	161	— 25	— 58
<b>Public Utility Operation</b> .....	<b>39</b>	<b>25</b>	<b>64</b>	— <b>72</b>	— <b>154</b>
<b>Trade</b> .....	<b>1,635</b>	<b>2,098</b>	<b>3,733</b>	+ <b>647</b>	— <b>876</b>
Wholesale.....	569	441	1,010	+ 174	— 72
Retail.....	1,066	1,657	2,723	+ 473	— 804
<b>Finance, Insurance and Real Estate</b> .....	<b>554</b>	<b>500</b>	<b>1,054</b>	+ <b>4</b>	— <b>40</b>
<b>Service</b> .....	<b>1,493</b>	<b>7,300</b>	<b>8,793</b>	+ <b>165</b>	— <b>1,745</b>
Community or Public Service.....	195	1,264	1,459	— 3	— 376
Government Service.....	578	291	869	— 213	— 232
Recreation Service.....	35	61	96	— 253	— 92
Business Service.....	348	362	710	— 4	+ 61
Personal Service.....	337	5,322	5,659	+ 638	— 1,106
<b>Grand Total</b> .....	<b>10,173</b>	<b>13,347</b>	<b>23,520</b>	— <b>280</b>	— <b>7,211</b>

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT AUGUST 28, 1958<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,004	930	1,934	6,881	1,799	8,680
Clerical workers.....	911	2,682	3,593	13,148	40,642	53,790
Sales workers.....	1,154	1,079	2,233	5,127	12,505	17,632
Personal and domestic service workers...	701	5,952	6,653	24,685	16,465	41,150
Seamen.....	9	—	9	1,091	5	1,096
Agriculture, fishing, forestry (Ex. log.)...	1,379	72	1,451	1,936	246	2,182
Skilled and semiskilled workers.....	3,318	1,812	5,130	109,024	17,452	126,476
Food and kindred products (incl. tobacco).....	38	6	44	1,233	429	1,662
Textiles, clothing, etc.....	64	1,378	1,442	2,333	10,240	12,573
Lumber and lumber products.....	309	2	311	11,422	129	11,551
Pulp, paper (incl. printing).....	36	14	50	1,121	464	1,585
Leather and leather products.....	34	105	139	787	833	1,620
Stone, clay and glass products.....	9	—	9	305	87	342
Metalworking.....	394	22	416	20,756	1,378	22,134
Electrical.....	89	33	122	3,164	1,088	4,252
Transportation equipment.....	9	—	9	1,666	97	1,765
Mining.....	111	—	111	3,178	—	3,178
Construction.....	843	—	843	18,440	4	18,444
Transportation (except seamen).....	333	21	354	16,517	126	16,643
Communications and public utility...	17	—	17	617	9	626
Trade and service.....	112	186	298	2,888	1,456	4,344
Other skilled and semiskilled.....	833	31	864	18,446	928	19,374
Foremen.....	29	14	43	2,534	224	2,758
Apprentices.....	58	—	58	3,617	10	3,627
Unskilled workers.....	1,536	919	2,455	75,427	17,309	92,736
Food and tobacco.....	259	480	739	2,424	3,208	5,632
Lumber and lumber products.....	75	32	107	7,768	313	8,081
Metalworking.....	72	23	95	6,856	568	7,424
Construction.....	591	—	591	26,064	3	26,067
Other unskilled workers.....	539	384	923	32,315	13,217	45,532
<b>Grand Total.....</b>	<b>10,012</b>	<b>13,446</b>	<b>23,458</b>	<b>237,319</b>	<b>106,423</b>	<b>343,742</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
<b>Newfoundland</b> .....	<b>313</b>	<b>276</b>	<b>101</b>	<b>7,882</b>	<b>7,202</b>	<b>4,858</b>
Corner Brook.....	9	4	5	2,194	2,001	1,108
Grand Falls.....	4	2	3	682	605	509
St. John's.....	300	270	93	5,006	4,596	3,241
<b>Prince Edward Island</b> .....	<b>138</b>	<b>149</b>	<b>141</b>	<b>1,252</b>	<b>1,453</b>	<b>903</b>
Charlottetown.....	98	108	91	728	820	464
Summerside.....	40	41	50	524	633	439
<b>Nova Scotia</b> .....	<b>596</b>	<b>525</b>	<b>1,022</b>	<b>12,829</b>	<b>13,842</b>	<b>9,692</b>
Amherst.....	10	12	27	438	570	388
Bridgewater.....	12	10	8	564	695	415
Halifax.....	386	358	593	3,738	4,039	2,681
Inverness.....				267	347	285
Kentville.....	77	42	110	888	1,065	744
Liverpool.....	3	1	6	261	271	198
New Glasgow.....	39	26	93	2,340	2,161	1,484
Springhill.....		1		233	237	440
Sydney.....	17	15	92	2,814	2,951	1,917
Truro.....		3	28	628	698	549
Yarmouth.....	52	57	65	658	808	591
<b>New Brunswick</b> .....	<b>587</b>	<b>479</b>	<b>960</b>	<b>12,028</b>	<b>13,376</b>	<b>10,021</b>
Bathurst.....	11	5	6	703	1,000	860
Campbellton.....	30	37	47	1,065	972	786
Edmundston.....	2	8	22	685	849	569
Fredericton.....	98	87	172	1,176	1,260	753
Minto.....		2	93	776	833	327
Moncton.....	284	224	292	2,306	2,517	2,000
Newcastle.....		1	7	894	1,004	948
Saint John.....	143	96	211	2,503	2,560	2,435
St. Stephen.....	8	4	12	1,042	1,375	730
Sussex.....	9	10	18	211	204	237
Woodstock.....	2	5	80	667	802	376
<b>Quebec</b> .....	<b>4,595</b>	<b>4,744</b>	<b>8,267</b>	<b>99,706</b>	<b>112,675</b>	<b>68,975</b>
Alma.....	16	33	51	1,271	1,217	795
Asbestos.....	11	8	15	644	736	303
Beauharnois.....	37	36	38	605	580	395
Buckingham.....	17	8	4	656	748	396
Causapscal.....	62	47	3	683	641	892
Chandler.....	5	1	7	263	204	168
Chicoutimi.....	61	52	140	1,263	1,336	966
Dolbeau.....	17	18	12	918	1,153	844
Drummondville.....	38	22	40	1,194	1,389	1,087
Farnham.....	11	99	12	513	539	412
Forestville.....	3	4	67	666	724	235
Gaspé.....	9	11	6	290	303	147
Granby.....	80	35	42	1,393	1,592	1,033
Hull.....	42	36	62	1,679	1,927	1,404
Joliette.....	124	121	1,083	1,686	2,481	1,188
Jonquière.....	34	35	35	1,390	1,304	1,327
Lachute.....	24	38	22	362	525	261
La Malbaie.....	17	89	6	337	454	230
La Tuque.....	92	18	201	678	583	419
Lévis.....	60	71	194	1,989	2,327	1,490
Louiseville.....	34	43	61	676	764	589
Magog.....	1	2	4	527	486	419
Maniwaki.....			2	226	326	268
Matane.....	3	12	4	868	914	588
Mégantic.....	9	13	31	301	411	483
Mont-Laurier.....	10	4	26	510	616	423
Montmagny.....	20	14	21	718	782	1,227
Montreal.....	2,454	2,632	3,813	42,472	47,974	24,184
New Richmond.....	11	8	4	314	370	391
Port Alfred.....	4	5	8	349	345	292
Quebec.....	468	502	610	7,404	7,942	6,076
Rimouski.....	59	38	83	1,307	1,379	1,318
Rivière du Loup.....	12	9	52	979	1,095	885
Roberval.....	8	12	13	827	973	489
Rouyn.....	48	59	103	2,031	2,485	1,693
Ste. Agathe.....	9	15	36	242	263	160
Ste. Anne de Bellevue.....	32	37	57	535	697	240
Ste. Thérèse.....	28	38	66	963	1,004	629
St. Hyacinthe.....	89	24	41	951	1,535	993
St. Jean.....	74	49	63	1,307	1,672	811
St. Jérôme.....	30	35	40	694	1,192	521
Sept-Îles.....	31	53	219	432	723	486
Shawinigan.....	17	1	61	2,901	2,996	1,786
Sherbrooke.....	95	67	117	3,199	3,374	2,584
Sorel.....	40	33	90	2,140	1,873	768
Thetford Mines.....	45	79	53	1,006	1,131	728
Trois-Rivières.....	113	92	223	2,823	2,970	1,709
Val d'Or.....	14	20	21	1,380	1,372	1,322

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
<b>Quebec—Con.</b>						
Valleyfield.....	16	24	82	1,256	1,478	913
Victoriaville.....	23	24	44	1,049	1,608	1,106
Ville St. Georges.....	38	18	159	839	1,262	902
<b>Ontario.....</b>	<b>9,119</b>	<b>10,436</b>	<b>9,778</b>	<b>133,398</b>	<b>137,382</b>	<b>102,560</b>
Arnprior.....	16	14	12	129	164	145
Barrie.....	32	46	67	689	608	601
Belleville.....	28	50	43	1,105	1,246	737
Bracebridge.....	45	58	46	386	357	324
Brampton.....	26	15	26	702	689	428
Brantford.....	67	67	83	2,284	2,406	2,399
Brockville.....	27	31	25	290	400	232
Carleton Place.....	18	12	18	150	117	112
Chatham.....	357	54	558	1,499	1,997	1,284
Cobourg.....	15	8	67	571	698	622
Collingwood.....	12	15	14	382	496	268
Cornwall.....	119	97	135	2,403	2,871	1,380
Fort Erie.....	6	5	18	395	404	222
Fort Frances.....	23	22	32	265	318	95
Fort William.....	115	185	276	1,405	1,317	678
Galt.....	74	21	233	1,306	1,495	1,006
Gananoque.....	6	15	12	139	162	141
Goderich.....	22	15	21	289	336	241
Guelph.....	23	33	110	1,226	1,449	1,093
Hamilton.....	687	606	677	12,360	11,608	8,654
Hawkesbury.....	16	6	10	331	400	215
Ingersoll.....	50	28	61	374	555	265
Kapuskasing.....	55	34	32	775	672	281
Kenora.....	34	15	63	355	344	179
Kingston.....	108	86	157	1,063	1,045	953
Kirkland Lake.....	30	38	153	665	678	405
Kitchener.....	114	67	122	1,946	2,503	1,601
Leamington.....	41	23	57	627	810	685
Lindsay.....	6	17	26	596	644	542
Listowel.....	32	34	40	173	188	127
London.....	519	506	470	3,751	3,576	2,893
Long Branch.....	175	144	152	2,638	2,477	2,003
Midland.....	33	16	28	367	383	293
Napanee.....	3	3	8	284	298	225
Newmarket.....	63	53	39	765	825	477
Niagara Falls.....	35	41	214	1,506	1,597	692
North Bay.....	11	28	14	1,009	1,356	705
Oakville.....	59	60	101	794	818	389
Orillia.....	22	31	31	840	845	480
Oshawa.....	64	62	136	7,676	7,223	7,821
Ottawa.....	890	800	873	3,317	3,841	2,914
Owen Sound.....	8	14	16	1,062	1,184	808
Parry Sound.....	1	2	6	190	180	63
Pembroke.....	70	95	174	1,105	1,237	853
Perrin.....	39	36	37	200	300	190
Peterborough.....	136	58	54	2,452	2,534	2,025
Pictou.....	26	17	35	199	232	125
Port Arthur.....	126	265	191	1,984	1,879	797
Port Colborne.....	17	15	17	858	631	344
Prescott.....	28	36	24	422	560	334
Renfrew.....	6	7	11	409	569	229
St. Catharines.....	123	81	223	5,594	5,472	3,615
St. Thomas.....	204	50	72	716	869	568
Sarnia.....	51	72	86	1,807	2,099	1,243
Sault Ste. Marie.....	304	233	217	2,115	1,862	885
Simcoe.....	769	2,885	58	422	902	333
Sioux Lookout.....	5	8	9	115	115	66
Smiths Falls.....	37	17	10	228	222	178
Stratford.....	25	29	44	694	695	570
Sturgeon Falls.....	2	2	7	799	732	375
Sudbury.....	249	294	418	3,207	3,940	1,811
Timmins.....	55	82	60	1,438	1,555	975
Toronto.....	2,182	2,146	2,230	30,465	32,078	23,565
Trenton.....	95	55	49	505	638	428
Walkerton.....	60	48	52	314	319	220
Wallaceburg.....	3	3	10	285	372	297
Welland.....	48	16	52	1,869	1,982	920
Weston.....	224	168	166	1,873	1,875	1,399
Windsor.....	131	91	176	13,606	11,390	13,792
Woodstock.....	17	155	14	568	762	745
<b>Manitoba.....</b>	<b>1,927</b>	<b>1,634</b>	<b>2,481</b>	<b>10,875</b>	<b>12,851</b>	<b>8,474</b>
Brandon.....	166	133	264	726	814	529
Dauphin.....	14	21	25	384	410	250
Flin Flon.....	37	53	63	164	189	104
Portage la Prairie.....	51	35	48	417	469	265
The Pas.....	47	28	43	243	277	72
Winnipeg.....	1,612	1,364	2,038	8,941	10,692	7,254



TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
<b>Saskatchewan</b> .....	<b>979</b>	<b>844</b>	<b>1,433</b>	<b>5,440</b>	<b>6,460</b>	<b>4,002</b>
Estevan.....	72	64	77	171	283	131
Moose Jaw.....	132	175	217	479	639	395
North Battleford.....	42	52	58	367	441	262
Prince Albert.....	117	70	120	740	681	541
Regina.....	217	173	405	1,407	1,647	1,064
Saskatoon.....	223	166	256	1,299	1,476	934
Swift Current.....	62	45	86	218	248	143
Weyburn.....	20	16	46	120	169	60
Yorkton.....	94	83	168	639	876	472
<b>Alberta</b> .....	<b>3,079</b>	<b>2,652</b>	<b>2,909</b>	<b>12,816</b>	<b>15,410</b>	<b>9,559</b>
Blairmore.....	15	8	23	328	430	229
Calgary.....	1,123	987	1,026	4,108	4,782	3,066
Drumheller.....	43	24	50	207	296	185
Edmonton.....	1,365	1,238	1,252	6,309	7,794	4,746
Edson.....	12	17	39	196	290	193
Lethbridge.....	198	177	210	709	751	454
Medicine Hat.....	173	114	232	485	525	358
Red Deer.....	150	117	77	474	542	328
<b>British Columbia</b> .....	<b>2,125</b>	<b>1,594</b>	<b>3,334</b>	<b>47,516</b>	<b>51,359</b>	<b>29,383</b>
Chilliwack.....	44	74	72	1,500	1,492	563
Courtenay.....	3	3	56	1,380	1,510	563
Cranbrook.....	20	19	48	292	363	183
Dawson Creek.....	51	14	65	495	725	308
Duncan.....	22	18	32	1,417	1,431	898
Kamloops.....	13	22	66	688	792	445
Kelowna.....	38	10	476	463	594	240
Kitimat.....	16	11	132	224	200	175
Mission City.....	7	7	8	777	881	355
Nanaimo.....	23	20	22	1,867	1,919	1,104
Nelson.....	22	12	32	345	495	270
New Westminster.....	189	200	383	6,341	6,807	3,766
Penticton.....	12	8	29	474	569	239
Port Alberni.....	36	50	39	1,191	1,304	720
Prince George.....	74	51	102	944	1,161	876
Prince Rupert.....	23	26	83	531	627	383
Princeton.....	7	5	12	172	212	134
Trail.....	38	16	26	441	490	300
Vancouver.....	1,244	696	1,069	23,739	25,020	14,944
Vernon.....	24	58	250	561	813	380
Victoria.....	192	224	287	3,510	3,761	2,390
Whitehorse.....	27	50	45	164	193	147
<b>Canada</b> .....	<b>23,458</b>	<b>23,363</b>	<b>30,426</b>	<b>343,742</b>	<b>372,010</b>	<b>218,427</b>
Males.....	10,012	11,505	14,379	237,319	252,853	171,981
Females.....	13,446	11,858	16,047	106,423	119,157	76,446

1 Preliminary subject to revision.

2 Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (8 months).....	602,166	405,335	196,831	38,433	144,980	212,110	128,363	78,280
1958 (8 months).....	552,351	357,809	194,542	34,199	127,679	186,316	117,383	86,774

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.3	18,146	370,463
Prince Edward Island.....	0.8	3,163	57,322
Nova Scotia.....	10.1	42,589	842,455
New Brunswick.....	7.6	32,035	635,981
Quebec.....	69.4	291,395	5,964,571
Ontario.....	82.6	346,999	7,249,163
Manitoba.....	7.4	30,994	592,575
Saskatchewan.....	3.4	14,252	273,767
Alberta.....	7.4	31,043	636,086
British Columbia.....	30.2	126,861	2,869,060
Total, Canada, August 1958.....	223.2	937,477	19,491,443
Total, Canada, July 1958.....	294.8	1,297,228	26,815,103
Total, Canada, August 1957.....	155.1	651,389	13,033,311

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, AUGUST 29, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percentage Postal	August 30, 1957 Total Claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	294,587	93,708	32,037	47,544	29,527	21,750	17,481	52,540	28.8	208,708
Male.....	208,738	74,708	24,183	33,629	18,873	13,542	10,933	32,870	29.8	146,959
Female.....	85,849	19,000	7,854	13,915	10,654	8,208	6,548	19,670	26.1	61,749
Newfoundland.....	6,893	2,986	643	716	469	486	311	1,282	69.7	4,394
Male.....	5,999	2,828	567	568	363	400	250	1,023	73.0	3,846
Female.....	894	158	76	148	106	86	61	259	47.4	548
Prince Edward Island....	820	116	89	203	151	65	51	145	60.9	711
Male.....	538	80	54	136	95	44	35	94	67.5	499
Female.....	282	36	35	67	56	21	16	51	48.2	212
Nova Scotia.....	19,546	10,200	1,481	1,722	1,289	1,121	1,028	2,705	21.7	9,579
Male.....	16,858	9,699	1,245	1,272	958	878	809	1,997	19.2	7,716
Female.....	2,688	501	236	450	331	243	219	708	37.4	1,863
New Brunswick.....	9,645	2,524	1,002	1,624	1,109	902	872	1,612	46.6	9,029
Male.....	7,350	2,084	789	1,192	788	666	688	1,143	49.6	7,254
Female.....	2,295	440	213	432	321	236	184	469	37.2	1,775
Quebec.....	86,355	24,541	9,730	14,342	9,442	7,129	5,718	15,453	28.5	60,059
Male.....	59,839	18,666	7,308	10,152	5,987	4,401	3,597	9,728	30.7	40,731
Female.....	26,516	5,875	2,422	4,190	3,455	2,728	2,121	5,725	23.8	19,328
Ontario.....	110,883	35,151	11,919	19,168	10,488	7,867	6,007	20,283	24.7	87,515
Male.....	76,075	27,311	9,018	13,379	6,320	4,449	3,382	12,216	23.6	61,089
Female.....	34,808	7,840	2,901	5,789	4,168	3,418	2,625	8,067	27.0	26,426
Manitoba.....	7,967	2,361	781	1,103	817	651	549	1,705	24.5	6,234
Male.....	4,535	1,487	432	590	432	385	313	896	29.7	3,375
Female.....	3,432	874	349	513	385	266	236	809	17.5	2,859
Saskatchewan.....	4,040	1,029	397	654	443	315	284	918	42.6	2,665
Male.....	2,127	611	197	332	208	144	152	483	50.4	1,475
Female.....	1,913	418	200	322	235	171	132	435	33.9	1,190
Alberta.....	10,218	3,339	1,015	1,371	967	756	730	2,040	37.8	7,929
Male.....	6,786	2,509	662	844	560	449	489	1,273	45.1	6,013
Female.....	3,432	830	353	527	407	307	241	767	23.5	1,916
British Columbia.....	38,220	11,461	4,980	6,641	4,352	2,458	1,931	6,397	29.1	20,593
Male.....	28,631	9,433	3,911	5,164	3,162	1,726	1,218	4,017	30.9	14,961
Female.....	9,589	2,028	1,069	1,477	1,190	732	713	2,380	23.9	5,632

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
AUGUST, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,746	1,642	2,104	3,402	2,499	903	1,096
Prince Edward Island.....	230	142	88	264	199	65	20
Nova Scotia.....	11,959	3,944	8,015	11,551	10,445	1,106	1,503
New Brunswick.....	3,848	2,281	1,567	3,844	2,763	1,081	1,034
Quebec.....	36,160	20,697	15,463	39,513	30,618	8,895	7,234
Ontario.....	56,686	31,775	24,911	53,947	43,849	10,098	14,343
Manitoba.....	3,543	2,318	1,225	3,921	2,925	996	723
Saskatchewan.....	1,626	1,034	592	1,703	1,240	463	334
Alberta.....	4,529	2,463	2,066	4,783	3,540	1,243	1,303
British Columbia.....	17,363	8,635	8,728	17,726	13,758	3,968	4,428
Total, Canada, August 1958...	139,690	74,931	64,759	140,654	111,836	28,818	32,024
Total, Canada, July 1958.....	167,402	91,426	75,976	176,364	141,198	35,166	32,988
Total, Canada, August 1957...	115,287	64,150	51,137	115,553	93,113	22,440	29,017

\* In addition, revised claims received numbered 21,058.

† In addition, 21,367 revised claims were disposed of. Of these, 1,709 were special requests not granted and 932 were appeals by claimants. There were 3,401 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—August.....	3,924,700	3,623,900	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800



## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1958**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	September 1957	August 1958	September 1958					
(*) St. John's, Nfld.....	110.2	113.1	112.5	110.8	114.2	103.4	108.5	122.0
Halifax.....	120.9	123.2	123.1	116.7	131.5	114.7	125.5	131.6
Saint John.....	123.5	125.7	125.7	120.3	135.0	116.7	121.4	137.4
Montreal.....	122.8	124.9	126.1	126.4	142.8	107.0	118.2	131.9
Ottawa.....	124.7	126.0	125.7	121.7	145.5	111.4	118.7	132.0
Toronto.....	126.8	128.9	128.7	122.3	153.9	113.3	120.9	134.1
Winnipeg.....	121.2	122.7	123.3	121.7	130.3	115.2	117.8	129.2
Saskatoon—Regina.....	121.1	122.2	123.0	122.9	121.5	118.7	123.2	125.8
Edmonton—Calgary.....	120.5	121.3	121.8	119.3	125.1	114.4	120.8	128.1
Vancouver.....	123.5	125.1	126.0	123.0	137.5	113.1	128.2	130.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(\*) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-SEPTEMBER 1957-1958(a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
<b>1958</b>						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,185	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	30,900	46,944	496,780	0.49
Cumulative Totals.....	208		92,939		1,502,600	0.17
<b>1957</b>						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
Cumulative Totals.....	205		68,143		1,206,845	0.13

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS SEPTEMBER 1953, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days September      Accumulated				
In Progress Prior to September 1958							
MINING— <i>Non-Metal Mining—</i> Canadian Gypsum Co., Wentworth and Hantsport N.S.	Nova Scotia Quarry Workers, Union, No. 294, CLC.	176(b)	4,400	77,350	Oct. 31 1957	Wages, hours, union security and fringe benefits.	.....
	United Packinghouse Workers of America, No. 416, AFL-CIO/CLC.	195	2,145	9,555	July 8	Wages and term of agreement.	Wage increase, improved fringe benefits, one-year contract.
MANUFACTURING— <i>Food and Beverages—</i> Robinhood Flour Mills, Port Colborne, Ont.	Various locals of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, AFL-CIO/CLC.	1,200	21,600	39,485	Aug. 7 Aug. 12	Wages and hours.	Wage increase of 28 cents over three years, improved fringe benefits.
	Brewers' Warehousing Co., Ontario wide.	163	3,420	4,580	Aug. 21	Wages and closed shop.	.....
A. Keith and Sons and Oland & Sons, Haliar, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 381, AFL-CIO/CLC.	278	830	32,020	Mar. 17	Recognition; certification proceedings forestalled by court action.	Replacement of workers.
<i>Clothing—</i> Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Workers AFL-CIO/CLC.	159	1,430	3,335	Aug. 14	Wages.	Wage increase of 7 cents over two years, improved vacations.
<i>Wood Products—</i> The Steel Equipment, Pembroke, Ont.	United Steelworkers of America, No. 3257, AFL-CIO/CLC.	8,077(c)	169,615	290,770	Aug. 11	Wages.	.....
<i>Iron and Steel Products—</i> Steel Company of Canada, Hamilton, Ont.	United Steelworkers of America, No. 1005, AFL-CIO/CLC.	1,790	37,500	58,940	Aug. 18	Wages, hours and seniority.	.....
<i>Transportation Equipment—</i> Davie Shipbuilding, Lauzon, Que.	National Metal Trades Federation, CCCL.						



<b>CONSTRUCTION—</b> National Association of Master Plumbers and Heating Contractors, B.C. Vancouver, B.C.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of U.S. and Canada, No. 170, AFL-CIO/CLC.	1,000	5,000	80,000	Apr. 30	Sept. 9	Wages.	Wage increase of 20 cents an hour and fringe benefits amounting to 6 cents an hour.
	International Longshoremen's and Warehousemen's Union, No. 501-2-3-4-5-8, CLC.	1,300	29,900	42,900	Aug. 21	Sept. 24	Wages, hours, improved pension plan.	Twenty-one cents hourly increase in three stages, reduction in duty hours, provision for an improved pension plan.
	St. John's Employers' Association, Nfld. St. John's, Nfld.	900	13,500	20,700	Aug. 21	Sept. 18	Proposed changes in work load.	Revision of proposed work load changes.
<b>Commencing in September 1958</b>								
<b>MINING—</b> <i>Fuels—</i> Cumberland Railway and Coal Co., Springhill, N.S.  <i>Other—</i> International Nickel, Sudbury, Port Colborne, Ont.	United Mine Workers of America, No. 4514.	250	250	250	Sept. 25	Sept. 27	Loading conditions on longwall.	Return of workers.
	International Union of Mine, Mill and Smelter Workers, Canada Nos. 598, and 637.	13,000	78,000	78,000	Sept. 24		Wages, fringe benefits and other contract changes.	
	Association des Employés du Bas Façonné de St.-Hyacinthe, C.C.C.L.	273(d)	820	820	Sept. 26		Seniority rights, grievance procedures.	
<b>MANUFACTURING—</b> <i>Clothing—</i> Gotham Hosiery Co. of Canada, St. Hyacinthe, Que.  <i>Wood Products—</i> La Perelle Lumber Co. and Geo. Eddy Co., Bathurst, N.B.  <i>Iron and Steel Products—</i> Fittus Limited, Oshawa, Ont.  Hamilton Gear and Machine Co., Hamilton, Ont.	United Brotherhood of Carpenters and Joiners of America, No. 1591, AFL-CIO/CLC.	100	400	400	Sept. 22	Sept. 26	Wages and hours.	Return of workers, further negotiations.
	United Steelworkers of America, No. 1817, AFL-CIO/CLC.	581	6,370	6,370	Sept. 4		Wages, seniority benefits and a wage study plan.	
	International Molders' and Foundry Workers' Union of North America, No. 28, AFL-CIO/CLC.	117	820	820	Sept. 22		Wages and fringe benefits.	
<b>Chemical Products—</b> Canadian Industries, Ltd., Edmonton, Alta.	Oil, Chemical and Atomic Workers International Union, No. 16-666, AFL-CIO/CLC.	184	3,495	3,495	Sept. 3		Wages, union security and seniority.	

TABLE G-2.—STRIKES AND LOCKOUTS SEPTEMBER 1958, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days				
			September				
Commencing in September 1958							
CONSTRUCTION— Nine Building Contractors, Kitchener, Ont.	Bricklayers, Masons and Plasterers' International Union, No. 12, AFL-CIO/CLC.	110	660	660	Sept. 8	Sept. 16	Wages.
		15,000	90,000	90,000	Sept. 11	Starting time and shift premiums.	Wage increase of 20 cents an hour in two stages.
Toronto Builders Exchange, Toronto, Ont.	Operative Plasterers and Cement Masons' International Association No. 598, AFL-CIO/CLC, and other Building Trade Unions.	910	9,100	9,100	Sept. 17	Wages and vacation pay.	
Sarnia Electrical Contractors, Sarnia, Ont.	International Brotherhood of Electrical Workers, No. 530, AFL-CIO/CLC.						

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
 (b) 43 indirectly affected; (c) 378 indirectly affected; (d) 25 indirectly affected.

## manpower and labour relations

ECONOMICS AND RESEARCH BRANCH

## REVIEW

### Current Manpower Situation

The economy appeared to show more vigour in November after a rather hesitating performance in the third quarter. The upturn in automobile and forestry production, a record rate of housebuilding and the settlement of industrial disputes were major factors in the improvement. Unemployment continued to rise more slowly than last year. The strengthening during the month was not reflected in total employment estimates owing to the continued decline in agriculture. However, the number with non-farm jobs was an estimated 34,000 higher in November than a year earlier and, after allowing for seasonal changes, was not far below the peak of 1957.

Industrial disputes, which had a significant retarding effect on economic activity in the third quarter, were largely settled by November. The return to work in the steel industry in particular forestalled further material shortages which were holding back production in several industries. Earlier, strike settlements were made in the Toronto and Vancouver construction industry, and in the shipbuilding industry at Sorel, although at Sorel the return to work was short-lived; some 335 workers were laid off in November owing to a shortage of orders.

Automobile production finally swung into high gear in November, after three months of layoffs and short time. Output in the six weeks ending mid-December was 7.5 per cent greater than in the same period last year. By the end of the month, most workers had been recalled in the main production centres and a substantial amount of rehiring was reported in other areas where automotive supplies industries are located.

The massive housebuilding program this year has resulted in a record number of units under construction, providing work for a greater number of construction workers in this segment of the industry than in past winters. New housing units started in November continued at a record level for this time of year. Because of the lower levels of activity in other forms of construction, however, employment in this industry in November was still some 6 per cent lower than a year earlier.

The labour force has moved rather erratically in the past three months. Since mid-year, however, the effects of reduced immigration and the relative scarcity of jobs have been clearly indicated. In the period August-November the labour force was, on the average, 1 per cent higher than a year earlier; this spring the year-to-year margin was well over 3 per cent.

The stability of the labour force and the increase in employment reduced the size of the seasonal upswing in unemployment this fall. Persons without jobs and seeking work increased only 80,000 between August and November



this year, compared with 120,000 last year. In November the "seeking work" figure was 361,000, or 5.9 per cent of the labour force; it was 5.1 per cent in October, and 4.9 per cent in November 1957.

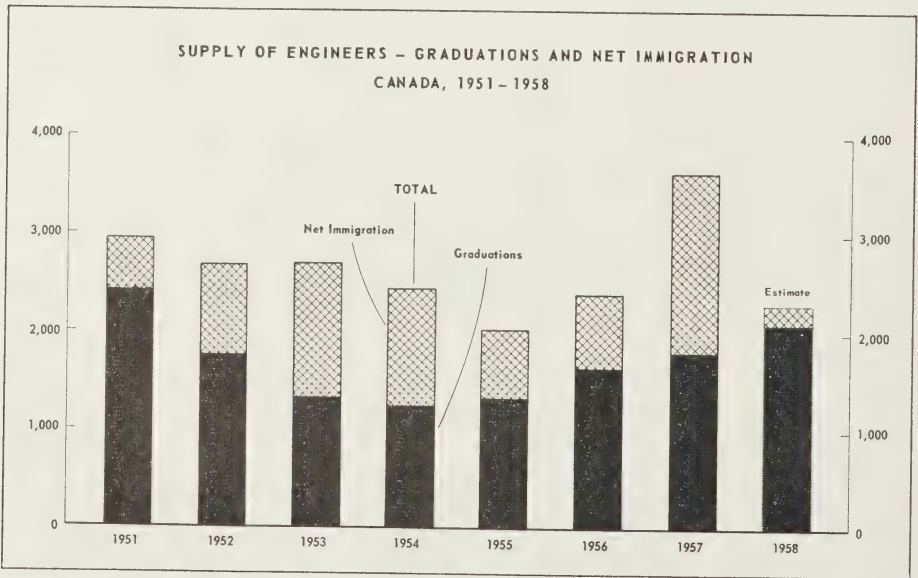
## Current Outlook in the Engineering Profession

The stable level of employment in 1958 and the consequent increase in unemployment has affected the current outlook in many occupations, especially in the goods-producing industries. As might be expected, the demand for unskilled workers has weakened noticeably. The market for skilled and professional workers has been least affected, although even for them rising supplies tend to exceed requirements.

In the engineering profession, shortages have been more continuous and acute than in any other occupational group in the past decade. The extent to which shortages have been modified this year is interesting, and is perhaps indicative of developments in other professional and skilled occupations.

The present labour market situation for engineers in Canada indicates that the general demand and supply are fairly well in balance, with a moderate tendency towards a surplus of new and inexperienced engineers. This is in contrast to the severe shortage that prevailed in 1955, 1956 and early 1957. The record economic expansion of these years required increasing numbers of new engineers. At the same time, the numbers graduating from universities were relatively small and net immigration was falling off. (Net immigration represents the difference between immigration and emigration.)

University graduations and net immigration are the two major sources of supply of engineers. The yield from these two sources from 1951 to 1958 is shown in the chart below. It may be seen that the number of engineers graduating declined after 1951 following the graduation of veterans who had

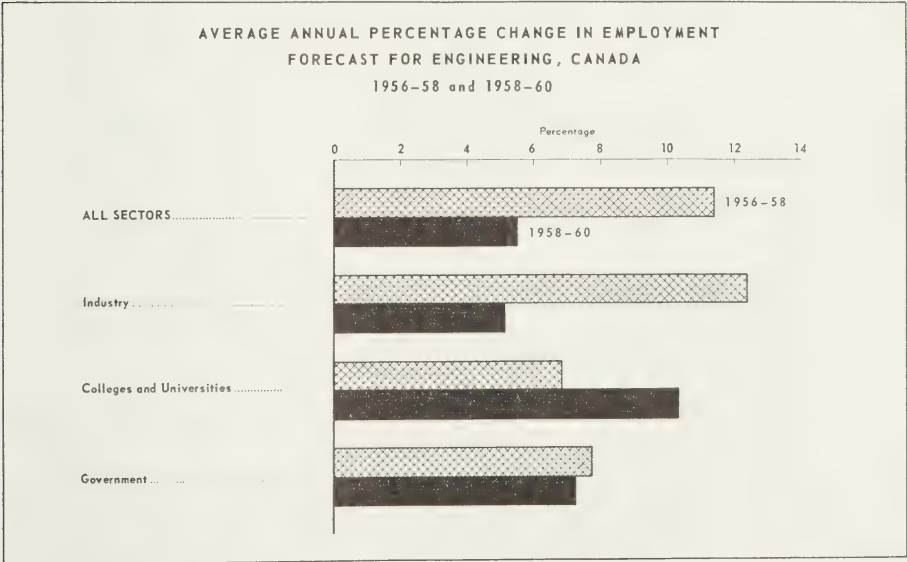


been studying under the Veterans Rehabilitation Act, and reached its lowest level in 1954. Graduations increased in subsequent years, although not as rapidly as requirements. Net immigration showed a striking variation from year to year, with a high net immigration in 1957 and an extremely low net immigration expected in 1958.

On the demand side for engineers, there is no one set of figures which can be set against the available data on supply. One major source of information is the Department of Labour's biennial survey of requirements for professional personnel. The results of the most recent survey show that for the three types of employer—industry, government, and universities—employment of engineers rose by 10 per cent from 1956 to 1957. The subsequent growth rate, however, is expected to be considerably lower—6.8 per cent from 1957 to 1958, and approximately 5 per cent in each of the two following years.

Industry, which employed more than 80 per cent of engineers covered by the survey, is mainly responsible for the decline in expected requirements. Government agencies reported the smallest percentage increase in actual employment from December 1956 to the same date in 1957, namely, 7 per cent. Their expected requirements, expressed in year-to-year percentage increases, follow an irregular pattern, from 15 per cent in 1958 to 3 per cent in 1960. Universities and colleges, the smallest employers of engineers of the three, increased their engineering employment by 11 per cent between the end of 1956 and the end of 1957, and expect year-to-year increases from 1958 to 1960 not to go much below that level.

In the biennial survey, employers have been asked to indicate whether they experienced difficulties in recruiting professional personnel in the past and whether they expected such difficulties in the future. Their replies show that 61 per cent of employers in industry, 90 per cent of the colleges and universities, and 85 per cent of government agencies reported having recruit-



ment difficulties in 1954 and 1955; this compares with 22, 75 and 57 per cent, respectively, in 1956 and 1957. As far as the outlook is concerned, a further decline in recruitment difficulties is expected by all three groups of employers.

Other clues to the changing labour market situation for engineers may be found in the operations of the National Employment Service. Review of job vacancies for engineers (reported by employers) and the number of engineers applying for jobs throughout the country shows that in the period 1951 to 1958 the year 1956 had the highest ratio of vacancies to applicants (slightly more than five and one-half vacancies for every applicant). The situation has changed markedly since that time. In 1957, there were about two engineering jobs for every applicant reported, and in the first ten months in 1958 there was on the average only one vacancy reported for slightly more than two engineers registered for employment.

Since 1951, the National Employment Service has been surveying the major employers of professional personnel in Canada annually with a view to obtaining from them an estimate of the openings they expect to have the following spring for new graduates in different fields, including engineering. A review of these data shows that for each year except 1951 and 1958 Canadian employers reported having more job openings for new graduates in engineering than the number of such graduates

turned out by Canadian universities and colleges. The years 1956 and 1957 had the greatest number of job openings reported in excess of Canadian university graduations in engineering.

The relationship between industrial earnings and starting salaries for engineers within the last decade serves as another indicator of the labour market situation for engineers. Analysis of these data shows that changes in earnings of industrial workers and in the starting salaries for engineers followed each other closely up to 1955. However, in 1955, 1956 and 1957, starting salaries for engineers rose at a much faster rate than industrial earnings. In 1958, on the other hand, starting salaries for engineers rose only slightly above the 1957 level, while industrial earnings increased somewhat more.

There are a number of other factors (such as the utilization of engineers, the supply of technicians and engineers who are not university graduates) playing a role in equating the supply and demand for engineers which cannot be discussed here. The data already reviewed are sufficient to point clearly to the fact that the shortage of engineers which has prevailed since 1951 has slackened noticeably in 1958. As for the outlook, such long-run factors as technological development, industrial growth and the continuing rise in the Canadian standard of living will all play a role in maintaining the need for an increasing number of engineers in the years to come.

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957
Metropolitan.....	3	3	7	6	2	3	—	—
Major Industrial.....	7	5	17	18	2	3	—	—
Major Agricultural.....	—	—	10	6	4	6	—	—
Minor.....	8	11	34	33	16	14	—	—
Total.....	18	19	68	65	24	26	—	—

\* See inside back cover, October issue.



# Current Labour Statistics

(Latest available statistics as of December 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 15	6,134,000	- 0.7	+ 1.0
Total persons with jobs.....	Nov. 15	5,773,000	- 1.6	- 0.1
At work 35 hours or more.....	Nov. 15	4,363,000	+25.5	- 1.9
At work less than 35 hours.....	Nov. 15	1,229,000	-44.1	+ 6.7
With jobs but not at work.....	Nov. 15	181,000	- 4.7	- 0.6
With jobs but on short time.....	Nov. 15	50,000	+ 6.4	- 3.9
On temporary layoff for the full week.....	Nov. 15	18,000	+12.5	- 18.2
Persons without jobs and seeking work.....	Nov. 15	361,000	+15.3	+ 22.0
Persons with jobs in agriculture.....	Nov. 15	652,000	-10.6	- 5.8
Persons with jobs in non-agriculture.....	Nov. 15	5,121,000	- 0.3	+ 0.7
Total paid workers.....	Nov. 15	4,663,000	- 0.6	+ 1.0
Registered for work, NES (b)				
Atlantic.....	Nov. 13	42,000	+26.9	+ 5.5
Quebec.....	Nov. 13	121,500	+18.7	+ 23.1
Ontario.....	Nov. 13	133,700	+ 7.5	+ 15.4
Prairie.....	Nov. 13	51,700	+33.2	+ 11.4
Pacific.....	Nov. 13	50,000	+14.2	- 2.4
Total, all regions.....	Nov. 13	398,900	+16.5	+ 13.3
Claimants for Unemployment Insurance benefit.....	Nov. 1	323,530	+14.5	+ 20.7
Amount of benefit payments.....	October	\$20,273,443	+ 2.1	+ 24.1
Industrial employment (1949 = 100).....	Oct. 1	121.8	0.0	- 4.0
Manufacturing employment (1949 = 100).....	Oct. 1	112.2	+ 0.6	- 5.0
Immigration.....	1st 9 mos.	100,131	—	-59.0(c)
Destined to the labour force.....	1st 9 mos.	52,455	—	-61.3(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	September	886	- 0.9	—
Number of workers involved.....	September	219,970	- 2.5	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	November	49	—	+ 3.4(c)
No. of workers involved.....	November	25,398	—	+ 8.7(c)
No. of days lost.....	November	257,525	—	+69.6(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Oct. 1	\$70.85	+ 0.3	+ 2.9
Average hourly earnings (mfg.).....	Oct. 1	\$1.65	+ 0.3	+ 2.5
Average hours worked per week (mfg.).....	Oct. 1	40.7	+ 0.2	0.0
Average weekly earnings (mfg.).....	Oct. 1	\$66.95	+ 0.6	+ 2.5
Consumer price index (av. 1949 = 100).....	Nov. 1	126.3	+ 0.2	+ 2.4
Real weekly earnings (mfg. av. 1949 = 100).....	Oct. 1	127.4	+ 0.2	+ 0.4
Total labour income.....\$000,000	September	1,404	+ 1.3	+ 1.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	October	288.3	+ 0.1	- 0.5
Manufacturing.....	October	278.3	- 0.3	- 1.0
Durables.....	October	307.5	- 0.2	- 5.8
Non-Durables.....	October	259.7	- 0.4	+ 2.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

The year 1958, in retrospect, has been one of the most active of the last decade on the industrial relations front. By the close of the year, however, most of the year's bargaining in key industries, and particularly among the larger bargaining units, had been completed.

Some indication of the extent of negotiations in 1958 can be gained from a comparison of the past two years with regard to agreements covering 1,000 workers or more. This year, approximately 90 per cent of the workers covered by such agreements were involved in bargaining in contrast to 30 per cent in 1957. At the peak of activity in June of this year, three out of five such workers were affected by negotiations. In 1957, the peak of activity came at the end of the year, when the non-operating railway workers served their demands, and at that time one in every five workers under contracts affecting 1,000 workers or more was negotiating.

In spite of the larger load of collective bargaining in 1958, approximately the same number of workers are still in negotiations at the end of this year as in 1957. In 1958, the average length of collective bargaining negotiations was between six and seven months and, although a number of serious industrial disputes took place, 90 per cent of the workers affected by the settlements reached were not involved in work stoppages.

The carry-over in bargaining from 1957 to 1958 was, as already noted, largely accounted for by the non-operating railway workers. This year the carry-over involves a greater number of individual contract negotiations—66 this year, as compared with 33 at the end of last year. Nevertheless, many of the settlements recorded in recent months have taken place in important negotiations within industries where some of these 66 agreements are still to be concluded.

## Recent Negotiations

Significant reductions occurred within the last month in the number of negotiations being conducted and in the numbers of workers affected by them. Settlements on the railways and in the Quebec and Ontario sections of the truck transport industry have affected some 140,000 workers, or more than half of the transportation workers under agreement in Canada. In addition, settlements with a number of pulp and paper companies in Quebec and Newfoundland have rounded out settlements in the eastern section of this industry. The settlement of negotiations between the United Automobile Workers and General Motors of Canada also took place within the last month.

The settlements in the Ontario and Quebec trucking industry resulted in three-year contracts, involving a series of wage increases during the three years which total about 20 cents an hour. In the contracts with the eastern Canadian paper companies, the important new terms in the two-year agreements call for 5 cents an hour increase and four weeks vacation after 25 years. The General Motors agreement in Ontario, a three-year contract, provided 6 cents an hour annual increases. Settlement of the non-operating railway dispute was on the basis of the conciliation board report involving a wage

# Bargaining Status of Major Agreements Reviewed, December 15, 1958

(Excluding Railways\*)

NOTE: C = Conciliation. W/S = Work Stoppage. B = Bargaining. P/C = Post Conciliation. EX = Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Nov. 15-Dec. 15	
Abitibi Power, Ontario.....	Carpenters	C	C
Anaconda American Brass Ltd., New Toronto.....	UAW No. 399	—	B
Anglo-Nfld. Development, Grand Falls....	Woodworkers	(C)	C
Avro Aircraft, Malton.....	Machinists	B	B
Bowaters Pulp and Paper, Corner Brook....	4 paper mill unions	C	C
CBC, Canada.....	NABET (Broadcasting)	C	C
Canadian Cannery (Western) Ltd. British Columbia.....	Packinghouse Workers	—	B
Canadian Car & Foundry Co. Ltd., Montreal	Bro. of Railway Carmen	—	C
Canadian Cottons Ltd., Ontario.....	Textile Workers Union	—	B
Canadian Industries Ltd., Brownsburg, Que.	United Mine Workers	—	B
Canadian Lithographers Assoc'n. Inc., Eastern Canada.....	Lithographers	B	B
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	(C)	C
Canadair.....	Machinists	B	B
Chrysler Corp., Windsor.....	Automobile Wkrs.	C	B
City of Calgary, Alta.....	Civic Empl. No. 37 NUPSE	—	B
City of Edmonton, Alta.....	Civic Service Union	—	B
City of Edmonton, Alta.....	Civic Empl. Un. No. 30	—	B
City of Vancouver.....	Civic Empl. Union (Outside)	EX	EX
Dominion Coal Co. Ltd., Nova Scotia.....	United Mine Workers	B	B
Dominion Rubber Co. Ltd., St. Jerome, Que.	Fed. Rubber Wkrs. Un.	—	B
Dominion Textiles, Montreal.....	Syndicate (CCCL).....	C	A
Dominion Textile Co. Ltd., Quebec.....	Cath. Syndicates	—	A
Dominion Wabana Ore Ltd., Bell Island Nfld.....	Steelworkers	—	EX
Eastern Car Co. Ltd., Trenton, N.S.....	Steelworkers No. 1231	B	B
Falconbridge Nickel Mines Ltd., Falconbridge, Ont.....	Mine, Mill & Smelter Workers No. 598	—	C
Firestone Tire & Rubber Co. of Can., Hamilton, Ont.....	Un. Rubber, Cork, etc.	—	B
Ford Motor Co. of Canada Ltd., Ontario..	UAW (various locals)	—	B
Garment Mfrs. Assoc'n. of Western Can., Winnipeg.....	Amal. Clothing Wkrs. No. 459	—	B
Hamilton General Hospitals, Hamilton, Ont.	Municipal Empl. Assoc.	—	EX
Hollinger Consolidated, Timmins.....	Steelworkers	P/C	P/C
Hudson Bay Mining & Smelting Co. Ltd., Flin Flon.....	Various unions	—	EX
Hydro-Electric Power Commission, Ontario	Hydro. Empl. Assoc. NUPSE	P/C	P/C
Imperial Tobacco, Que.....	Tobacco Workers	B	B
John Inglis & Co. Ltd., Toronto.....	United Steelworkers	B	B
International Nickel Co. Port Colborne....	Mine, Mill Workers	W/S	W/S
International Nickel Co., Sudbury.....	Mine, Mill Workers	W/S	W/S
H. J. Heinz Co. of Canada Ltd., Leamington, Ont.....	Packinghouse Workers	—	B
Labour Relations Assoc'n. (St. Lawrence Project) Ont.....	Allied Const. Council	—	EX
Massey-Harris-Ferguson, Ontario.....	Automobile Workers	C	C
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	C	A
Montreal Cottons, Valleyfield.....	UTW (Textile Workers)	C	A
Northern Interior Lumbermen's Association, B.C.....	Inter. Woodworkers No. 1-424	—	P/C
Okanagan Federated Shippers Assoc'n., B.C.	Fed. of Fruit and Veg. Wkrs.	—	A
Old Sydney Collieries Ltd., Nova Scotia...	United Mine Workers	B	B
Ontario Hydro Commission, Toronto.....	Allied Const. Council	B	B
Orenda Engines Ltd., Malton.....	Machinists No. 1922	B	B
Polymer Corp., Sarnia.....	Oil, Chemical Workers	C	C
Province of Saskatchewan.....	Un. Civil Servants of Can.	(C)	B



Company and Location	Union	Status	
		Nov. 15-Dec. 15	
Provincial Govt., Saskatchewan.....	Sask. Civil Service Assoc.	B	C
Provincial Transport Co., Que.....	Railway Engineers	B	B
Royal York Hotel, Toronto.....	Hotel Employees	B	B
Shawinigan Chemicals Ltd., Shawinigan Falls, Que.....	Synd. Nat. des Trav. en Prod. Chimiques	—	A
Shipping Fed. of Canada, Saint John.....	Inter. Longshoremen's Assoc'n. No. 273	B	B
The Shipping Federation of Canada, Halifax	Inter. Longshoremen's Assoc'n. No. 269	B	B
The Shipping Federation of Canada, Inc., Montreal.....	Inter. Longshoremen's Assoc'n. No. 375	B	B
Steel Co., of Canada Ltd., Montreal.....	Steelworkers No. 1195	C	B
Toronto General Hospital, Toronto.....	Bldg. Service Empl. No. 204	B	B
Various Moving and Storage Cos., B.C....	Teamsters No. 31	B	C

\* Also excludes six bargaining units for which insufficient information was available.

## THE BARGAINING SCENE DECEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

November 1, 1958 to January 15, 1959

	Agreements	Workers
<b>In Negotiations and Terminating in Period .....</b>	86	384,049
Bargaining carried over from October .....	54	328,362
Terminating in period Nov. 1-Jan. 31 .....	32	55,687
<b>Settlements Achieved Nov. 15-Dec. 15 .....</b>	13	165,351
<b>Negotiations Continuing at Dec. 15 .....</b>	66	199,284
Bargaining in progress .....	40	108,863
Conciliation in progress .....	14	46,022
Post Conciliation .....	2	13,000
Work Stoppage .....	4	18,174
Arbitration .....	6	13,225
<b>Negotiations not yet begun .....</b>	7	19,414

increase of approximately 14 cents an hour over two years, which was put into effect after a 17-per-cent increase in freight rates on the Canadian railways.

By mid-December, strike activity among larger bargaining groups had narrowed down to that of workers at the International Nickel Co. at Sudbury and Port Colborne, Ont. At time of writing, further discussions in this dispute were being carried on with the assistance of the Ontario Department of Labour.

# Manpower Situation in Local Areas

## ATLANTIC

Employment contractions in the seasonal industries were much smaller than the corresponding declines in 1956 and 1957. At mid-month the number of persons with jobs was estimated at 495,000, only 7,000 less than a year ago, the smallest difference registered this year.

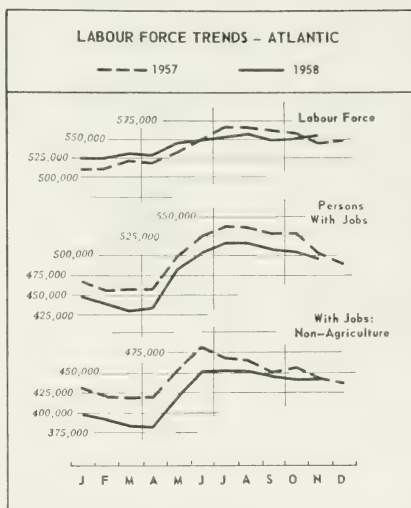
The rising tempo of construction activity has tended to stabilize employment during recent months. Housing, in particular, made a strong recovery; the number of units started in the three months August to October was 60 per cent higher than in the comparable period last year. Business and engineering construction also showed substantial gains this fall. Logging employment held fairly stable during the month at a somewhat lower level than last year. The level of manufacturing employment showed little over-all change during the month, but the average of hours worked increased in many plants.

Unemployment increased moderately in most parts of the region and resulted in the reclassification of nine of the 21 areas, five from balance to the moderate surplus category and four from the moderate to the substantial surplus category. At December 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 6 (6); in moderate surplus, 15(13); in balance, 0 (2).

### Local Area Developments

**St. Johns** (metropolitan) was reclassified from Group 2 to Group 1. A temporary shutdown occurred at the Wabana Ore Mines in Bell Island, resulting in the layoff of 1,400 workers for one week. These mines have experienced periodic shutdowns since early summer owing to declining sales. Total employment in the area was higher than a year earlier despite the weaknesses in mining and some other industries. Construction was very active during the month and was the main reason for the year-to-year employment gain. Fish landings were well below normal this fall so that canning plants were unusually slack; the October catch was reported to be 50 per cent lower than in 1957. Total manufacturing employment was about 4 per cent lower than last year.

**Halifax** (metropolitan) was reclassified from Group 3 to Group 2. Unemployment showed a slight seasonal rise in this area. Total employment was slightly lower than a year ago, but the loss was well distributed: no one industry was severely affected. The demand for lumber was reported to be somewhat stronger than a year ago although inventories were still excessive. The fishing industry showed some improvement during the month, providing overtime work in some of the canneries.



## CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S VANCOUVER-NEW WESTMINSTER Windsor	CALGARY EDMONTON HALIFAX Hamilton Montreal Quebec-Levis WINNIPEG	Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook CORNWALL FORT WILLIAM PORT ARTHUR JOLIETTE NEW GLASGOW SHAWINIGAN SUDBURY	Brantford Farnham-Cranby KINGSTON Lac St. Jean LONDON Moncton Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie CHARLOTTETOWN Chatham LETHBRIDGE NORTH BATTLEFORD PRINCE ALBERT RED DEER RIVIERE DU LOUP Thetford Mines Megantic-St. Georges YORKTON	Brandon Moose Jaw Regina Saskatoon	
MINOR AREAS (labour force 10,000-25,000)	BATHURST GASPE NEWCASTLE PRINCE GEORGE PRINCE RUPERT RIMOUSKI St. Stephen Sorel	Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Dawson Creek Drummondville EDMUNDSTON Fredericton GALT Grand Falls KAMLOOPS KENTVILLE Lindsay MONTMAGNY North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Quebec North Shore Ste. Agathe- St. Jerome St. Jean Sault Ste. Marie SUMMERSIDE TRAIL-NELSON Truro Valleyfield Victoriaville Woodstock Yarmouth	Brampton Cranbrook Drumheller Goderich Kitimat Lachute-St. Therese Listowel Medicine Hat St. Hyacinthe St. Thomas Simcoe Stratford Swift Current Walkerton Weyburn Woodstock- Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, October issue.



**New Glasgow** (major industrial) was reclassified from Group 2 to Group 1. The over-all employment situation was less favourable in New Glasgow than in other industrial areas in the region. Eastern Car Company, the largest employer in the area, has been operating well below capacity all year. Workers recalled at the shipyards earlier this fall were released during the last half of November and further layoffs were scheduled to take place in December.

**Charlottetown, Summerside, Kentville and Edmundston** (major agricultural and minor) were reclassified from Group 3 to Group 2. Agriculture was mainly responsible for the increases in unemployment in these areas. The Canadian Gypsum Quarries resumed operations after an industrial dispute lasting more than a year.

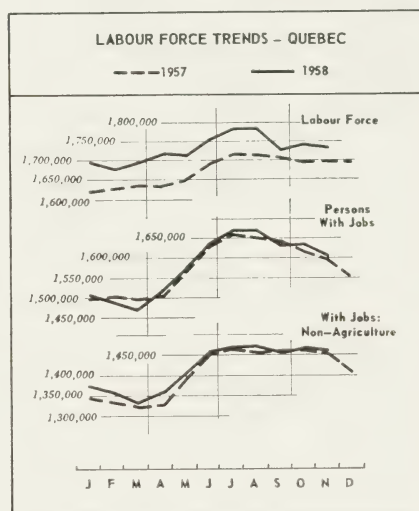
## QUEBEC

Total employment declined in the Quebec region during November but was higher than in the same month last year. At mid-month, total employment was estimated at 1,605,000, some 30,000 fewer than the previous month but 9,000 more than in the previous year. Unemployment rose during the month, but at a substantially lower rate than in the corresponding period last year.

Four fifths of the employment decline during the month occurred in agriculture. The remainder was due mainly to seasonal curtailment in road building and other outdoor activities. There was also a seasonal decline in residential construction, although house building was still well above last year's level. Employment in pulp cutting reached a peak in November having absorbed considerably fewer workers than last year. Lack of orders resulted in layoffs of iron and steel, aircraft and shipbuilding workers. Employment in pulp and paper mills showed little change, although the work week increased in several mills.

Total employment (seasonally adjusted) declined moderately from June to November. Decreases were mainly in non-residential construction, and in shipbuilding, machinery, aircraft, and railway rolling stock manufacturing. The textile industry, which reached a rather low point in August, showed some seasonal improvement in September and October; seasonal layoffs and short-time were reported in November. Employment in trade and finance showed a slow and steady increase since August of this year and has continued to remain above last year. Employment in the service industries declined seasonally in October, but in the August-October period was also higher than in the same period a year ago.

Six of the 24 labor market areas were reclassified during the month. At December 1, the area reclassification was as follows (last year's figures in brackets): in substantial surplus 5(7); in moderate surplus 17 (15); in balance 2 (2).



## Local Area Developments

**Montreal** (metropolitan) remained in Group 2. Unemployment increased in the Montreal area, mainly as a result of seasonal declines in services and outdoor activities. Employment in October was lower than a year ago. Continuing weaknesses, especially in iron and steel and transportation industries, contributed to the decline in manufacturing employment.

**Quebec-Levis** (metropolitan) remained in Group 2. Employment in October was down about 7 per cent from last year mainly because of reduced production in textiles, shipbuilding and pulp and paper industries. This area was one of the few in Quebec in which logging was higher than last year. Pulp and paper mills continued to operate on short time, although the work week was lengthening. The Montmorency cotton mill went on short time, affecting 400 workers. Following the strike settlement in the shipbuilding industry on October 22, shipbuilding employment increased; in November, however, lack of orders resulted in the layoff of some 500 workers.

**Joliette** (major industrial) was reclassified from Group 2 to Group 1. Unemployment rose in Joliette during the month, but was about the same as last year. A number of logging camps closed down as the cutting season was nearing its end. Employment in the construction, secondary textile and electrical apparatus industries underwent seasonal declines.

**Shawinigan** (major industrial) was reclassified from Group 2 to Group 1. Unemployment rose in this area, mainly as a result of seasonal layoffs in construction and other outdoor industries. There was further reduction in textile employment.

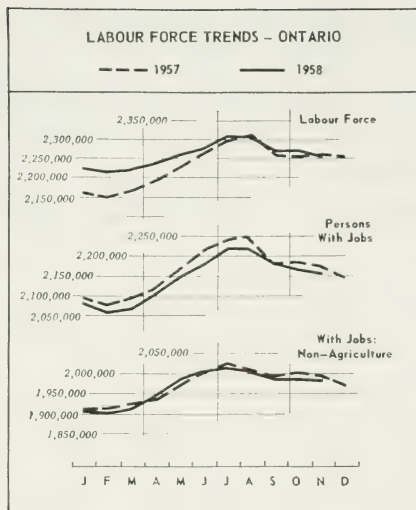
## ONTARIO

Employment in Ontario declined during the month. The number of persons with jobs at November 15 was estimated at 2,154,000, a decline of 12,000 from the previous month and of 25,000 from the previous year. Agriculture accounted for two thirds of the total month-to-month decline in employment. Unemployment continued higher than a year ago, although the increase since August was smaller.

The settlement of the strikes of construction and steel workers was reflected in increased activity in a number of allied industries. In manufacturing, employment was generally maintained at last month's level and remained about 4 per cent lower than last year. Indefinite layoffs occurred in the aircraft and shipbuilding industries, and seasonal layoffs took place in food and beverages and textiles. The automobile industry has returned to a higher level of production during the month. Output was the highest since June and only 11 per cent below last year's level, bringing total production for the first 11 months to within 18 per cent of last year's figure. High production levels in the manufacture of automobiles and farm implements resulted in a noticeable improvement in the demand for steel. However, activity in another big steel user, railway rolling stock, remained at the low level of the past several months.

Construction activity continued high, particularly in the residential sector, although increased surpluses of construction labour were reported in various localities. The number of new housing units started in major centres of the region in October was about 25 per cent higher than last year and continued to increase in November. The increase in new housing had a sustaining influence on the industries producing home furnishings and appliances. Employment in forestry showed a slight decline from the previous month, and forestry operations are expected to remain at about the low level of last year.

Five of the 34 labour market areas in the region were reclassified during the month, all of them to categories denoting higher unemployment. At December 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 19 (19); in balance, 12 (14).



### Local Area Developments

**Metropolitan Areas where classification unchanged:** *Hamilton* (Group 2). Employment appears to be stabilizing at a lower level than last year. Most steel workers were recalled following the termination of the strike at Stelco. The demand for steel, farm implements and heavy electrical apparatus increased noticeably. Output and employment in the railway rolling stock plant remained low. *Ottawa-Hull* (Group 3). Employment increased slightly over the month and was well above last year's level. At the same time National Employment Service registrations increased, mainly because casual and out-of-town workers were registering in greater numbers. Forestry operations have reached their peak and are expected to be completed earlier than usual. *Toronto* (Group 3). Employment was somewhat lower than a year ago, but the level of economic activity compares favourably with last year's. Manufacturing as a whole showed little change over the month. The volume of business in fabricated steel and sheet metal was about the same as last month and in some cases higher. The radio and television industry was extremely busy and some plants were operating on three shifts. *Windsor* (Group 1). Unemployment remained high, but employment showed some improvement from last month and was only slightly below last year's level. At the same time, registrations declined from last year.

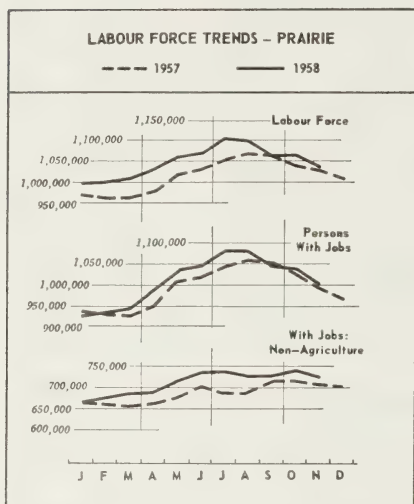
**Major Industrial Areas reclassified from Group 3 to Group 2:** *Kingston*: Reclassification was due to layoffs of construction workers and small seasonal layoffs from the Aluminum Company of Canada. *London*: Activities in food and beverages declined seasonally. Small layoffs occurred in the household appliances and transportation equipment industries.



**Major Industrial Areas reclassified from Group 2 to Group 1:** *Cornwall:* Reclassification was due mainly to a decline in textiles and seasonal reduction in employment on the Seaway and Power Project. *Sudbury:* A general decline in economic activity as a result of the industrial dispute at the International Nickel Company brought the area into the substantial surplus category.

**Galt** (minor) was reclassified from Group 3 to Group 2.

## PRAIRIE



Employment in the Prairie region continued to decline seasonally. On November 20, the number of persons with jobs was estimated to be 1,001,000. This was 40,000 fewer than the previous month but 9,000 more than a year earlier. The increase in unemployment and its level during the month were virtually the same as last year. Employment in non-farm industries expanded by about 20,000 over the year, while the number of workers on farms fell by about half of this amount.

Economic activity in the area was greatly stimulated by housing construction, which is expected to reach a new record this year. Business and industrial construction remained relatively strong

so that the seasonal declines in services and transportation were offset to a considerable degree. Oil exploration and production declined in Alberta, owing to the drop in export demand. In Saskatchewan, however, expansion in the industry continued. Coal mining in Alberta was stimulated by the onset of cold weather and in Saskatchewan by the increased utilization of the lignite deposits of the southeast. Employment in forestry continued to decline, especially at the Lakehead.

In general, the additions to labour surpluses during November were of unskilled workers from the more seasonal industries such as agriculture and construction. Of the 20 labour market areas, nine were reclassified during the month to categories denoting increased unemployment. At December 1, the classification was as follows (last year's figures in brackets): in substantial surplus 1 (0); in moderate surplus 11 (12); in balance 8 (8).

## Local Area Developments

**Edmonton** and **Calgary** (metropolitan) were reclassified from Group 3 to Group 2. Owing to the continued strength in construction, employment in both areas was maintained at about last year's level. In Calgary, the number of men registered with the National Employment Service was about the same as last year, but the number of women registered was just over 50 per cent higher. Registrations for Edmonton were very near last year's level.

**Winnipeg** (metropolitan) was reclassified from Group 3 to Group 2. Housing was strong, with the number of units under construction at the end of October about 70 per cent higher than a year earlier, but this failed to offset seasonal declines in other areas of construction and in the needle trades. The storm in mid-November hastened the employment decline in seasonal industries.

**Fort William-Port Arthur** (major industrial) was reclassified from Group 2 to Group 1. Unemployment was increased by more layoffs in the forest industry. Although the level of employment did not decline as much during the month as it did a year earlier, it remained substantially lower.

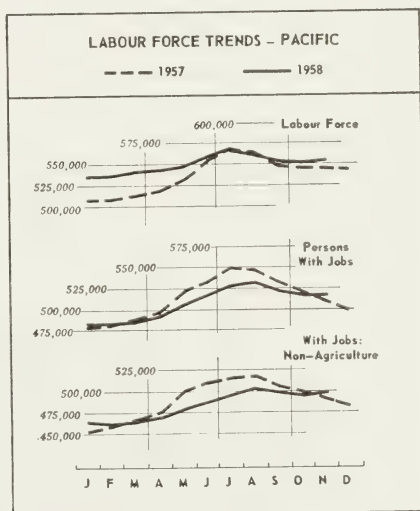
**Saskatoon and Regina** (major agricultural) remained in Group 3. Construction, particularly residential, contributed to the strength in employment. Saskatoon had well over 200 housing starts in October compared with fewer than 150 in the same month last year. In Regina a new steel plant was under construction. Some workers were hired during November for work on the South Saskatchewan River Dam. More will be hired as the construction of a temporary bridge, the stock-piling of gravel, and the building of living quarters at the site are continued. The exploitation of Saskatchewan's potash resources also provided increased employment at sites near Esterhazy and Saskatoon.

**North Battleford, Prince Albert, Yorkton, Lethbridge and Red Deer** (major agricultural) were reclassified from Group 3 to Group 2. Because of the relative lack of industrial diversification, the seasonal decline in agricultural employment was more severe in these smaller centres.

## PACIFIC

Employment in the Pacific region, which normally declines somewhat, held at a stable level in November owing to the relatively strong demand for loggers and construction workers. Total employment was estimated to be 518,000 at mid-month, some 8,000 higher than a year earlier. Unemployment increased much more slowly than last year and by the end of the month was lower than in November 1957.

Where possible, logging camps operated at capacity in November to replenish depleted stocks. Throughout the summer, because of the extended period of fire restrictions, the number of loggers employed was, on the average, 3,000 below last year. At the same time, lumber output was up over last year by 11 per cent and towards the end of the summer shortages of sawlogs were holding up production in some areas. When it became possible, therefore, logging operations were expanded and in most areas activity has continued at a high level. In the northern interior, the Okanagan and Kootenay districts, employment was reduced during November because of strikes and unfavourable weather conditions.



The winter employment level in the region is expected to be bolstered by the current high level of construction. This is particularly true in Vancouver, where work on many projects has been speeded up to compensate for time lost through industrial disputes. This year the emphasis has been on housebuilding, although in recent months a number of large business projects were started.

The main employment weaknesses were in iron and steel products manufacturing and shipbuilding. Employment in these industries was considerably below last year. The shipyards have recently been awarded federal government contracts for several vessels but it will be some months before work begins. Mining operations are still sluggish, although there have been indications of recovery.

At the end of the month, unemployment had not developed on a substantial scale in as many areas as at this time last year. The classification of the 11 labour markets in the region at December 1 was as follows (last year's figures in brackets): in substantial surplus, 3 (5); in moderate surplus, 6 (6); in balance, 2 (0).

### Local Area Developments

**Vancouver** (metropolitan) reclassified from Group 2 to Group 1. Although employment is currently down about 5 per cent from a year earlier, the picture has brightened since the summer months. The main factors in the improvement are the resumption of work on construction projects and the steady call for logging crews from out-of-town points. Some pick-up was anticipated in the largest steel fabricating plant as a result of a contract to supply steel for the new Peace River bridge. Other metal working firms were expected to benefit from the increased construction and logging activity and the new shipbuilding contracts. Layoffs were prevalent in fish canning plants and other seasonal industries, but the resulting increase in unemployment was less than at this time last year.

**Victoria** (major industrial) remained in Group 2. As in other areas, unemployment increased much more slowly than last year. Employment is currently down 8 per cent from last year, attributable almost entirely to the shipbuilding industry. As a result of progressive layoffs during past months, surpluses of most shipyard trades have developed.

**Minor Areas.** Unemployment was lower than at the same time last year in about half of the minor areas of the region. Higher unemployment in the remaining areas was largely the result of continued slackness in base metal mining, and strikes of lumbering workers in the interior. The areas moving to categories denoting higher unemployment during the month were *Prince George*, *Prince Rupert* (from Group 2 to Group 1); *Trail-Nelson*, *Kamloops* (from Group 3 to Group 2).



# NOTES OF CURRENT INTEREST

## 8 Provinces Participate in Winter Work Program

By December 1, eight Canadian provinces had agreed to participate in the federal Government's plan to provide an incentive to municipalities through a 50-per-cent contribution to direct payroll costs of additional winter works projects, announced by the Prime Minister on October 27 (L.G., Nov., p. 1251).

Announcement of acceptance by the provinces was made by Hon. Michael Starr, Minister of Labour.

At the same time, Hon. Howard C. Green, Minister of Public Works, announced that the program of building maintenance and small interior works was being undertaken again this winter, and that its scope would be larger than the 1957-58 program.

### Added Incentives

Mr. Starr said four provinces, Ontario, Manitoba, Saskatchewan and Alberta, had added further incentive to projects undertaken by municipalities.

Manitoba has offered to pay 30 per cent of the direct payroll costs in addition to the federal Government's contribution, leaving only 20 per cent to be borne by the municipalities.

The other three provinces have offered to pay an additional 25 per cent of the direct payroll costs of approved projects.

Alberta has, additionally, offered to make arrangements for the financing of the shares of participating municipalities.

The incentive program is effective from December 1, 1958 to April 30, 1959.

Mr. Starr restated the terms under which federal funds will be made available. They will be given for the following types of projects:

Needed public projects municipalities have considered undertaking some time in the future that can be undertaken this winter;

New projects that can be carried out this winter;

Additional work on existing projects over and above the work that would have been carried out in any event this winter.

Types of work coming under the terms of this offer will be: the construction and major reconstruction of streets, sidewalks and municipal roads; the construction and major reconstruction of water, sewage and

storm facilities, not including buildings; and the construction and development of municipal parks and playgrounds.

Already some Canadian municipalities have announced plans to undertake projects this winter.

The City of Ottawa has set aside the sum of \$6,000,000 to devote to winter work, in order to take full advantage of the Government's offers.

Niagara Falls City Council has approved a \$95,000 winter work program of sewer construction and new water mains.

A program costing \$308,000 will be undertaken by Metropolitan Toronto to alleviate winter unemployment in the area.

Mr. Green pointed out that in 1957 it had been estimated that winter works projects would cost \$1,046,429.71, whereas the actual cost by March 31 had been \$2,008,448.26, and had provided 400,000 man-hours of work.

### 500,000 Man-Hours

The preliminary estimate for 1958-59 was \$1,266,074.24, but by November 15 had risen to \$2,532,063.12 with an estimated provision of 500,000 man-hours of labour.

It was also pointed out by Mr. Green that most of his Department's effort to increase winter work came under the building of new structures of various kinds, some of them valued at millions of dollars and situated in all parts of Canada. Most of the work is done by contractors, and it is standard practice of the Department to require all contractors to continue operations during winter months wherever possible.

The winter program on building maintenance and interior work is made up of a large number of small jobs. Much of this work was previously done in the summer months. Now, however, work of this nature requested by other departments of Government is put off until the winter months.

Proper timing for the beginning of a building can result in the employment of more construction workers on the project in the winter months than in the summer, A. Turner Bone, Past President, Canadian Construction Association, said in an address to the Montreal Rotary Club.

## **Says Management Acting To Increase Employment**

Although Management may seem less vocal on the subject of unemployment than leading union spokesmen, Management is working to achieve tangible results at company, community and national levels, said Ian McRae, President of the Canadian Manufacturers' Association, in a speech in Montreal.

In company affairs it was organizing things so as to increase the level of winter employment; in the community it was contributing men and money to winter employment committees and "Do It Now" drives; and on a national scale Management has for the past nine months been energetically promoting the "Buy Canadian" program of the CMA, he said.

The most effective weapon in the battle against unemployment, the speaker contended, was "increased domestic consumption of the products we make ourselves". He agreed, however, that price, quality and service were factors which strongly influenced the decision of buyers, and that the most that could be expected was that prospective purchasers would give *some* weight to "Buy Canadian" considerations.

The CMA President urged Labour, in its own interests, to join the "Buy Canadian" bandwagon.

## **Manitoba Federation Asks Action on Unemployment**

Sounder measures to alleviate unemployment, a minimum hourly wage rate of \$1.25, longer vacations with pay, and enactment of legislation respecting the Workmen's Compensation Act were requested in a brief presented last month to the Government of Manitoba by the Manitoba Federation of Labour.

The Federation in its brief asserted that the unemployment situation would be eased if the Government brought in a 40-hour maximum work week and provisions for longer vacation-with-pay periods.

The Federation also urged, "in recognition of the pressing needs of the moment concerning unemployment," a public works program and a low-cost subsidized rental housing program.

The Government was urged to pass legislation that would make mandatory a two-week vacation with pay for all employees after one year of service with an organization, and three weeks vacation after five years of continuous service with one employer.

In requesting that the Workmen's Compensation Act be amended, the Federation

particularly asked that pensions under the Act to widows, invalid widowers, dependent and dependent invalid children be increased.

On the matter of human rights and fundamental freedoms the brief said "every step should be taken to assure and give full protection to the worker demanding that his status as a citizen be fully recognized."

## **Long-Range Outlook Good For University Graduates**

Although relatively large-scale unemployment has resulted from the changed economic situation during the past year, the long range outlook for well-trained university graduates remains good, the National Employment Service states in a recently issued report entitled "A Bulletin on the Supply and Demand Situation in Regard to University Graduates".

There is a temporary surplus in many professions, but shortages exist in certain others, and these shortages will be intensified when the signs of economic recovery become clearer than they are at present, the report says.

Although the shortage of engineers, which has been the subject of so much publicity during recent years, has largely subsided, this situation is not expected to continue, and it may not be long before engineers again become scarce. The report states that the National Employment Service had notice of 2,192 vacancies for engineering graduates in 1958, while the total number of graduates was slightly more than 2,100. A few of these failed to obtain a job on graduation.

The Civil Service Commission reports greater success in filling vacancies in 1957 than in any year since the last war, the bulletin states. Notwithstanding this, certain professional classifications remain difficult to fill. These include veterinarians, meteorologists, nurses, auditors, librarians, physical therapists, occupational therapists and social workers.

Rising fees at universities and increased difficulty in getting satisfactory employment during the summer have made it harder for students to finance their way through university, the report says. However, a more encouraging circumstance is that more scholarships are being offered. These are of great value to talented students, and there is a need for a still greater increase in their number "if Canada is to ensure that no student of university calibre is denied the opportunity of going to college".

## **John Mainwaring Named Brussels Labour Attache**

The appointment of John L. Mainwaring as Labour Attache at the Canadian Embassy in Brussels, Belgium, was announced last month by Hon. Michael Starr, Minister of Labour. His appointment will bring to two the number of labour attaches at Canadian embassies abroad. At present there is a labour attache only at the Washington embassy.

Brussels was selected, said the Minister, because it is close to most of the large industrial centres of Europe and because it is the headquarters of the International Confederation of Free Trade Unions and of the International Federation of Christian Trade Unions.

As labour attache in Brussels Mr. Mainwaring's duties will include studying and reporting on industrial relations practices and trends in Western Europe, and on social legislation and trade union activities. He will continue to work with the International Labour Organization. He has attended seven sessions of the International Labour Conference and has represented Canada at other ILO meetings in North America and Europe.



**John Mainwaring**  
Posted to Brussels

Born in Montreal in 1915, Mr. Mainwaring was educated in Brockville, Ont. He was graduated from McGill University with honours in English and Economics and later obtained his M.A. degree from Columbia University. He joined the Department of Labour in 1942 as Assistant Editor of the *LABOUR GAZETTE* after teaching school for four years in Brockville and Hamilton.

Well-known for his work with the former Civil Service Association of Ottawa, he served on the executive of that organization from 1946 to 1954, and was elected President in 1951 and again in 1952. He was also a member of the national executive of the Civil Service Federation of Canada, being elected a national vice president in 1953.

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### **“Mr. Union Label” Dies In B.C. at Age of 75**

Widely known as “Mr. Union Label” for his untiring work in promoting the purchase of products made in unionized plants, Edward David Smith died in Burnaby, B.C., during November at the age of 75 years.

When the Union Label Trades Department of the Trades and Labour Congress was formed at the Congress' convention in Winnipeg in August 1952, Mr. Smith, then Secretary-Treasurer of the Union Label Trades Council of the Vancouver, New Westminster and District Trades and Labour Council, was elected a Vice-President of the TLC Department (L.G., 1952, p. 1189).

At the 1953 and 1954 conventions of the Union Label Trades Department, Mr. Smith was re-elected a vice-president. At the 1955 convention, he did not seek re-election; an honorary vice-presidency was conferred on him. He had earlier retired, after 16 years' service, from the post of Secretary-Treasurer of the Vancouver and District Union Label Trades Council (L.G., 1955, p. 267).

Mr. Smith came to Canada from England in 1905 and held many union posts during his career, including a 13-year term as business agent for the Painters Union in Vancouver.

In 1954 he was honoured by the British Columbia Government with a scroll for his distinguished service and outstanding work in trade union affairs.

In his youth, in England, Mr. Smith played supporting roles as a singer and dancer in some London musicals, at a time when Charles Chaplin was appearing as an extra in some of the shows.



## **NES Placement Officers Given Counselling Course**

Twenty-five special placement officers of the National Employment Service in Quebec province recently received a month-long course at Montreal on employment counselling and rehabilitation. The primary purpose of the course was to further assist the counsellors, selected from the province's larger centres, to solve the employment problems of the occupationally handicapped.

### **Similar to Earlier Course**

Given in French and held at the University of Montreal, the course covered a broad range of subjects including psychiatry, interviewing techniques, interpretation of tests, counselling, physiotherapy, occupational therapy and handicap evaluation. It complemented a similar course given in English at the University of Western Ontario earlier this year.

Dr. Gustave Gingras, Director of the Institute of Rehabilitation and the University of Montreal School of Rehabilitation, co-ordinated the programming of the course.

## **Total Payments to Aged, Blind, Disabled Increase**

The number of persons receiving old age assistance in Canada increased from 94,589 at June 30, 1958, to 96,298 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,590,635.96 for the quarter ended September 30, 1958, compared with \$7,516,468.41 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$143,949,133.18.

At September 30, 1958, the average monthly assistance in the provinces ranged from \$49.70 to \$53.32 except for one province where the average was \$44.55. In all provinces the maximum assistance paid was \$55 a month.

### **Blind Persons Allowances**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,545 at June 30, 1958, to 8,654 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,056,625.88 for the quarter ended September 30, 1958, compared with \$1,052,408.61 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$21,069,730.86.

At September 30, 1958, the average monthly allowance in the provinces ranged

from \$53.10 to \$54.11. In all provinces the maximum allowance paid was \$55 a month.

### **Disabled Persons**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 44,366 at June 30, 1958 to 46,307 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,833,693.32 for the quarter ended September 30, 1958, compared with \$3,686,162.73 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$31,863,318.37.

At September 30, 1958, the average monthly allowance in the provinces ranged from \$51.18 to \$54.64. In all provinces the maximum allowance paid was \$55 a month.

## **Bakers' Union Not Losing Any Canadian Members**

Not a single Canadian member of the Bakery and Confectionery Workers' International Union of America has left to join the American Bakery and Confectionery Workers International Union (AFL-CIO), the *LABOUR GAZETTE* has been told. In the United States, only about 46,000 members have left to join the new union.

In the October issue (page 1105), it was reported that the new ABCWU had 177,000 members; this should have read "77,000" members, and it should have been made clear that this number was that claimed by the union.

The Bakery and Confectionery Workers, although expelled from the AFL-CIO, is still a union in good standing with the Canadian Labour Congress.

## **Two Unions Aim for Shorter Work Week**

A shorter work week was made a target of two international unions at their latest conventions.

The Brotherhood of Railway Carmen (AFL-CIO-CLC), at its 22nd convention, called for a national drive by railway unions for a six-hour, five-day week without a reduction in pay. The Canadian co-ordinating committee of the International Ladies' Garment Workers' Union (AFL-CIO-CLC) adopted a resolution calling for establishment of a 37½-hour week in the women's and children's apparel industry.

The ILGWU will also seek improvement in retirement and severance pay benefits. About 90 per cent of the Union's members are now eligible for a monthly pension of

\$50, and two thirds of the membership will soon be eligible for severance pay.

The Ladies' Garment Workers in Canada decided also to launch a nation-wide union label campaign on January 1 to coincide with a \$2,000,000 campaign by the Union in the United States.

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### **Truro Unions Establish New Labour Council**

A new central labour council has been organized in Truro, N.S.

Seven unions of the district, with a membership of 400, met and formed the Truro and District Labour Council. Application for a CLC charter will be made.

Officers of the new council are: Guy McAloney, President; Walter Wulff, first Vice President; C. A. Marr, General Secretary; Fred Hamilton, Secretary-Treasurer; and Thomas Paris, sergeant-at-arms.

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### **Report Fewer Accidents In U.K. Industry in 1957**

A "very satisfactory" drop in the number of industrial accidents reported in the United Kingdom in 1957 is shown in the annual report of H.M. Chief Inspector of Factories for that year. The number was the lowest for 20 years, in spite of a considerable increase in industrial activity during that period. The numbers of both total accidents reported and of fatal accidents were 5 per cent lower than in 1956.

#### **Fewer Building Fatalities**

A particularly satisfactory circumstance was a fall in the number of fatal accidents in the building industry, from 186 in 1956 to 156 in 1957, although the number of accidents in the industry remained constant at about 14,000 a year.

An "accident" is defined in the Factories Act, 1937 as one that is either fatal, or which disables any person employed in a factory or other premises under the Act for more than three days from earning full wages at the work at which he is employed. All such accidents must be reported.

The number of accidents reported under the Act in 1957 was 174,713, of which 651 were fatal. The corresponding figure for 1956 was 184,785, of which 687 were fatal.

The report points out that it is difficult to draw valid conclusions when comparing accident statistics for different years; yet since total employment figures for 1957 show little change from those for 1956, it is reasonable to assume that the continued improvement in accident figures has,

for the most part, resulted from safer working methods and better and safer machinery and equipment.

### **Industrial Comparison**

A comparison of the statistics for different industries shows that in building operations and in metal extracting and refining one accident in 90 was fatal, while in textile factories there was only one fatal accident in every 930 reported. For all industries the proportion was one in every 270.

One disappointing feature, the report says, is that 428 women and young people were injured in 1957 while cleaning machinery in motion, although the Factories Acts specifically forbid the practice.

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### **Carpenters Authorize Secession from AFL-CIO**

The 28th general convention of the United Brotherhood of Carpenters and Joiners of America last month rejected adoption of the AFL-CIO Ethical Practices Codes and voted authority to the union's executive board to withdraw from affiliation with the federation.

Only one of the 2,000 delegates dissented in the vote on the secession resolution.

President Maurice A. Hutcheson later said the union did not want to leave the AFL-CIO and would not do so except as an absolutely last resort. He termed the resolution an expression of dissatisfaction by the membership with the way the AFL-CIO has handled jurisdictional procedures with respect to the craft.

Mr. Hutcheson was re-elected President by acclamation.

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### **Imports in First Half Decline 12 Per Cent**

Imports into Canada in the first six months of 1958 were valued at \$2,570,000,000, about 12 per cent lower than for the same period of 1957.

Import declines for the six-month period were particularly heavy in iron and steel goods, the largest import group. Non-farm machinery, rolling-mill products, farm implements and machinery, automobile parts, pipes, tubes and fittings were all sharply reduced. Imports of crude petroleum, petroleum products, coal and cotton products also declined considerably.

There were increases in imports of automobiles, aircraft and parts, books, plastics, vegetables and paper. Imports of engines and boilers remained relatively unchanged.

## **Canal Workers Transfer To Transport Union**

The Canadian Brotherhood of Railway Transport and General Workers will represent employees on the canal system of the St. Lawrence Seaway who were formerly members of the United Steelworkers of America, the two unions agreed last month. The approximately 1,000 workers affected by the move, employed on the Lachine Canal, have approved the transfer.

The Brotherhood represents employees on the Welland Canal; after the transfer of members it will have a clear majority on the St. Lawrence and Great Lakes canal system, a joint statement by the unions pointed out.

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## **Rate Boost Averts Strike By Non-Operating Unions**

A 14-cent-an-hour wage increase for 130,000 non-operating employees of Canada's major railways, and a 17-per-cent freight rate increase for the railways approved late last month, averted a strike that was scheduled to begin December 1.

The wage increase was less than half the 35-cent-an-hour boost the 15 unions demanded when they opened negotiations in November 1957 (L.G., Dec. 1957, p. 1277). The railways originally asked for a 19-per-cent increase in freight rates.

A conciliation board suggested the 14-cent increase (L.G., Sept., p. 996). It was accepted by the unions. The railways asserted they could not grant the boost unless the freight rate increase was approved. Subsequently, the Board of Transport Commissioners approved the 17-per-cent freight rate increase over the objections of eight of the 10 provinces, who appealed to the federal Cabinet against the award.

During hearing of the appeal, the eight provinces and the railways agreed that the wage increases were reasonable, and that a strike would be a national disaster and had to be avoided. They disagreed on the propriety of the Board of Transport Commissioners in basing an increase in freight rates on an anticipated wage increase that had not been unconditionally agreed upon by the railways and their employees.

The Cabinet disallowed the appeal of the provinces and approved the freight rate increase. The same day the union's joint negotiating committee and the railways signed new agreements; the unions withdrew the strike call.

## **Agreements in U.S. Give Longer Paid Vacations**

An increase in the length of paid vacations and a reduction in the length of service requirements during recent years is reported in a summary of a study of paid vacations in major union contracts, 1957, published in the *Monthly Labor Review* of the United States Department of Labor for July 1958.

The results of this survey roughly parallel those given in a Canadian survey, a report of which was published in the September *Labour Gazette* (page 1048) entitled "Working Conditions in Manufacturing". Direct comparison is not possible owing to a difference in the treatment of data in the two studies.

"In 1957, all but 8 per cent of 1,813 agreements covering 1,000 or more workers provided for paid vacations, and maximum vacations of three weeks or more were the rule rather than the exception," the *Monthly Labor Review* states.

In the same year, the report continues, "uniform and graduated vacation plans that provided for maximum vacations of less than two weeks were reduced to 1 per cent of the total plans. Almost two thirds of the plans allowed maximum vacations of three or three and a half weeks; an additional 20 per cent provided maximum allowances of four weeks or more."

The report shows that in 1949, of selected bargaining agreements 6 per cent granted one week's vacation or less, 61 per cent provided for a maximum of two weeks, and 33 per cent for a maximum of more than two weeks. In 1952 one week was provided in 2 per cent of the agreements used, 48 per cent provided for two weeks, 46 per cent for three weeks, and 4 per cent for four weeks. In 1957 the percentages were as follows: less than two weeks, 1 per cent; two and two and a half weeks, 15 per cent; three and three and a half weeks, 64 per cent; and four weeks or more, 20 per cent.

"Increases in maximum vacation allowances have been accompanied by a reduction in length of service requirements," the summary says. "In 1952, for example, less than 0.5 per cent of the workers under agreements providing a maximum vacation of three weeks were eligible for the maximum after service of five years or less, as compared with almost 3 per cent in 1957. Although only 4 per cent of the workers were eligible for a three-week vacation after 10 years or less in 1952, almost 15 per cent of the workers qualified with similar service requirements in 1957."



# NEW YEAR MESSAGES

HON. MICHAEL STARR

Minister of Labour

This is my second opportunity since becoming Minister of Labour to extend New Year's greetings to the people of Canada.

I do this with a feeling of good-will and, I might add, greater comfort upon entering this New Year of 1959 than was the case last year.

At this time last year our economy had entered a period of recession.

In company with the great majority of other Canadians I had confidence in the basic soundness of the Canadian economy.

In a great measure that confidence has been justified.

Although unemployment continues to be a serious problem there are indications that the economic pendulum is now swinging the other way.

Our registrations for jobs at National Employment offices have tapered down from the springtime high. While they increased from the usual yearly low point reached in the early fall they are now at approximately the same level as last year. If the trend continues—and I believe it will—the figure for this winter will fall below that of a year ago. Furthermore it is encouraging to note that the estimate of those without jobs and seeking work has increased much less rapidly from the seasonal low in August of this year than was the case in 1957.

Reports from across the country reveal that the National Winter Employment Program is providing jobs this winter. The municipal winter works incentive program recently introduced by the federal Government is meeting with co-operation from provincial and municipal authorities and even now several thousands of Canadians are hard at work who would otherwise be unemployed, were it not for this arrangement.

In the labour field, there have, of course, been difficulties and disputes. For the most part, these have been resolved with evidence of good-will and a desire to co-operate on both sides. No doubt the coming year will present other serious problems. It is my hope that through the same good-will, these too may be met in a way to minimize dislocation in our essential industrial activities.

Through the year, wages continued to rise and labour income was again higher than last year.



Amendments to the Unemployment Insurance Act are now under consideration with a view to their introduction in the new session of Parliament. Consideration is also being given to the matter of amendments to the Industrial Relations and Disputes Investigation Act in the light of suggestions which I have received from both labour and management groups.

Thus, as we move into 1959, let me say that, for my own part, my feeling is one of optimism and confidence in Canada's future.

The Government will continue to take every step possible in doing its part to enable Canadians generally to enlarge their opportunities for improving their standards and enjoyment of living.

Personally, I am convinced that with all levels of government, industry and labour aware of the problems we have to face, and willing to co-operate towards the required solutions, the next year will hold nothing but good for us all.

As Minister of Labour, I shall make every effort to bring about solutions of our problems in the labour field in the coming year. I know that many other Canadians in the ranks of both Labour and Management will be addressing themselves to the same end.

May I wish you all well for the New Year.



**CLAUDE JODOIN,**  
President, Canadian Labour Congress

The turn of the year comes at a time when we are inevitably in a holiday spirit, yet it cannot help but bring with it a re-assessment of the year just ending and concern for the year just ahead.

The year 1958 has been an important one for labour. Trade unions have been confronted with attacks on many fronts. From early in the year it was evident that workers seeking wage increases, no matter how thoroughly justified, were facing extremely strong opposition. It is regrettable that in a number of instances these differences resulted in work stoppages; but, by the year-end, a pattern of wage increases had been established and many of those who strongly opposed such increases were frank in their admission that higher wages were deserved by the workers concerned.

Attacks on the labour movement of a more general nature have been intensified during 1958. This is regrettable and adds nothing to the honest desire of trade unionists and many employers for a more stable relationship in our industrial affairs.

The foremost problem facing Canadian trade unionists—and indeed Canadians generally—is unemployment. This was a matter of deep concern when we celebrated New Year's a year ago and it is regrettable that so little has been done, and that what has been done has been with such hesitation. We have now entered another winter and once again hundreds of thousands of Canadians know that before Spring they will have experienced the bitterness of being deprived of the opportunity to work.

Time and again we have pleaded for action which would bring together the entire resources of government, employers and unions to meet this challenge and combat this suffering. The action which has been taken has been far too limited and much too late. Surely the Canadian people cannot be expected to go through another

year of heavy unemployment without seeing some forthright and courageous action taken.

Internationally the year ending has been a troubled one, and it is regrettable that the outlook for 1959 is the same. We in Labour have been pleased to see some indications that Canada's assistance to less fortunate countries is to be increased. We believe this is long overdue. As taxpayers Canadians have not questioned the heavy expenditures made for defence purposes. We are strongly of the opinion that diverting some of those expenditures to help peoples who are so much in need of assistance can contribute to at least an equal degree in assuring peace.

The Canadian trade union movement has long held the opinion that organized labour has an important role to play in helping these people to improve their living standards through the traditional means of free collective bargaining. We shall continue these efforts in 1959.

This will, we expect, be an important year for Canadian labour. One aspect of our activities in which there will be increased emphasis is that of public affairs. Despite some comments which have been made, there is no need for alarm in this development. We are anxious to see all Canadians as well informed as possible on the affairs of our country and our efforts will be expended in that direction.

Despite the clouds that may be on the horizon, we face 1959 and the years that will follow with confidence and assurance. We are keenly aware of the particularly fortunate position in which our country stands and we look forward to the sharing of the benefits of this position among our own people and with people in other countries, so that there may truly be "peace on earth and goodwill among men."



**ROGER MATHIEU,**  
**General President,**  
**Canadian and Catholic Confederation of Labour**

*(Translation)*

In formulating Christmas wishes this year, our first thoughts are for those working-class families affected by unemployment. We all know that there are, unfortunately, a great many such families, and that the holidays will be saddened for too many parents and children by want and often by abject poverty.

I hope that the people of Canada and all their leaders will be conscious of this scandal and will use every possible means to prevent its repetition next year.

After all, what meaning could the good news brought by the Saviour have if the Christmas of 1958 were to accept, without batting an eyelid, unjust suffering on the part of a large section of the population in such a rich country.

For the New Year, I wish all workers peace, happiness and prosperity, as well as the pursuit of the action they have undertaken for greater justice and charity.

As for the rulers, legislators, employers and others who have tried to check union activities in 1958, my fervent hope is that



they will come to realize, in 1959, the importance and the urgency of loyal co-operation with the labour movement.

To the civil and religious authorities and to all who have shown us understanding and who have supported union efforts in 1959, our best wishes for the New Year.

To those union officials and members who give so generously of themselves for the advancement of the working classes, our most sincere wishes for ever more fruitful union activities and for a greater measure of joy and security in their family life and in their work.

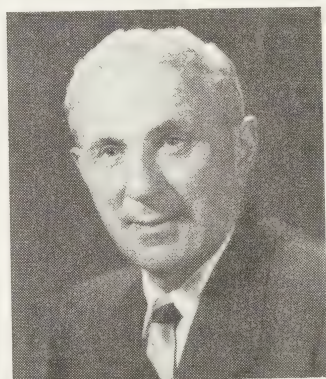
**A. H. BALCH**  
**Chairman, National Legislative Committee,**  
**International Railway Brotherhoods**

Fraternal Greetings from the members of the National Legislative Committee, Transportation Brotherhoods, to all officers and members of affiliated organizations of the Canadian Labour Congress.

Dieselization continued to make inroads into railway employment during the past year. Curtailment of service has assisted in this. True, air and bus service has made inroads into passenger service, but one wonders if better service would not have stemmed the tide. Has everything been done to meet competition?

Freight traffic has been lost to highway trucking, and governments must share the responsibility in this for allowing unfair competition between rail and road.

Not wishing to leave the old year and the new on a pessimistic note, I quote for you an excerpt from a letter written by Thomas Jefferson to John Adams, at that time both ex-Presidents of the United States: "You ask if I would agree to live my seventy or rather seventy-three years over again? To which I say, Yea. I think



with you, that it is a good world on the whole, that it has been framed on a principle of benevolence, and more pleasure than pain dealt out to us. There are indeed, (who may say nay) gloomy and hypocondriac minds, inhabitants of diseased bodies, disgusted with the present, and despairing of the future, always counting that the worse will happen, because it may happen. To these I say, how much pain have cost us the evils which have never happened! My temperament is sanguine. I steer my bark with Hope in the

*(Continued on page 1378)*



# 27th Meeting of Vocational Training Advisory Council

Apprenticeship only way to produce skilled tradesmen, and apprentices requiring increasingly higher educational background, Council told. Substantial expansion of federal-provincial student aid program urged

Apprenticeship is the only guaranteed way to produce skilled tradesmen, and apprentices are requiring an increasingly higher educational background, the Vocational Training Advisory Council was advised at its 27th meeting, held in Ottawa in October, by Len Douse, Civilian Rehabilitation Branch, Department of Labour, who came to that conclusion after listening to many employers' opinions on the matter during the course of a survey he was conducting at numerous industrial establishments.

A. H. Brown, Deputy Minister of Labour, expressed regret that Labour Minister Starr was unable to be present to welcome members of Council, and advised them on his behalf that the Training Branch of the Department had been very active since the previous meeting in following up suggestions made at that time.

Mr. Brown also noted that delegates to the Winter Conference on Employment, held in July, had recommended intensified training for the unemployed. With this in mind he hoped that greater advantage would be taken of Schedule "M" than had been taken in the past by some provinces.

Student aid came in for lengthy discussion. W. F. McMullen, Toronto, reported that freshman enrolments at the University of Toronto had dropped 20 per cent from last year. Dr. J. F. K. English, Deputy Minister of Education for British Columbia, said that, except for one faculty, enrolments at the University of British Columbia were also down, while J. A. Doyle, Director of Vocational Education, Saskatchewan, reported that figures had increased at the University of Saskatchewan.

All provincial representatives reported a need for increased federal aid. There were repeated assurances that federal contributions, if they are made, will be matched by the provinces. Council also agreed that assistance for the good average student as well as for the brilliant should be made available.

Reporting on assistance being given, E. K. Ford of New Brunswick said that Dalhousie University has been able to help all students needing help but has been unable to help them enough. S. D. Rendall,

Superintendent of Secondary Education, Ontario, reported that the province spends \$400,000 annually for student aid, whereas the federal contribution is only \$100,000.

C. R. Ford, Director of Vocational Training Branch, Department of Labour, said that when he entered the Department of Labour it had been the practice to seek to match expenditures of the provinces for student aid. Subsequently, student aid allotments had been frozen at the level of allotments made for the fiscal year 1953-54.

A. H. Brown commented that since student aid allotments were frozen, the Canada Council has developed a program with first emphasis on aid to universities. He thought finance officials felt that provincial loan funds should be able to develop to adequate levels with the federal assistance already received. However, the Department of Labour was eager to have the Council review the situation and to receive its findings.

Replying to the loan fund statement, J. W. McNutt of New Brunswick pointed out that 50 per cent of loans collected is repayable to Ottawa and does not become available for relending.

At the conclusion of the discussion, Council Chairman Dr. G. Fred McNally appointed a committee to draft a resolution expressing Council's views on student aid. The resolution, declaring that it was important both in the interests of the individual and of the country as a whole to encourage more persons to complete their secondary school program and to proceed to more advanced education, strongly urged that the existing federal-provincial student aid program be continued and substantially expanded.

The expansion may be both in terms of total amount of funds available and in coverage, the resolution stated. The final year of secondary education, teacher training, training of technicians and other forms of post-secondary education could be added to the coverage.

A resolution concerning Schedule "M", submitted to the Council by N. S. Dowd, Executive Secretary of the Canadian Labour Congress, was adopted. The resolution

pointed out that only a small number of unemployed workers were taking training under Schedule "M" and that inadequate use was being made of the schedule. Because "it is highly desirable that the fullest possible use be made of the schedule, especially during the winter months, with a view to opening up opportunities of employment for unskilled or semi-skilled workers," the resolution requested the Vocational Training Branch to furnish full information regarding the provisions of Schedule "M" to the provincial authorities concerned, who were urged to make additional facilities available, where necessary, for such special training of unemployed workers. It also asked the National Employment Service to inform unemployed workers regarding the possibility of taking special training courses, and the conditions under which this may be done.

The same resolution recommended that, in order to make such facilities available, where necessary, the federal Government's contribution under Schedule "M" be based upon 75 per cent rather than the present 50 per cent of the expenditure involved.

The growing need for technicians in Canada to fill the gap between the skilled tradesman and the professional engineer was discussed. The need for more widespread and integrated investigation of the quantity, quality and kind of technicians was stressed.

In the course of discussion, it was pointed out that of those who attempt, without benefit of university training, to become engineers by writing the 14 necessary papers, only three or four per cent succeed.

Some discussion was given to the problem of vocational training for the mature married woman who either re-enters the labour force or enters it for the first time (see page 000). The need for such training was underlined by the fact that the number of women in this group was steadily increasing and was likely to continue to do so in the future.

This was illustrated by figures given to the meeting. These showed that in June 1948, there were 210,000 women aged 45 and over in the Canadian labour force. This group constituted 21.92 per cent of the female population. The same group in June 1958, 10 years later, numbered 382,000 and made up 29.41 per cent of the female population.

The Council was also advised that steady progress is being made in a project for developing country-wide examinations in designated trades. This is considered an important step in efforts to develop nation-wide standards in trade training in Canada, so that a person trained in one part of Canada would be readily accepted in other areas.

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# Vocational Training for Older Married Women Re-entering the Labour Force

Report by Miss Marion V. Royce, Director of the Women's Bureau,  
to the 27th meeting of the Vocational Training Advisory Council

The problem of training for the older married woman returning to the labour force is a part of the larger question of education and vocational training for people who do not fit into the general educational scheme. In enterprises as large and complex as our provincial educational systems have become, it is always difficult to provide for the exceptional or "irregular" individual or group. Provision for those who are the subject of our concern in this paper requires a special degree of resourcefulness and imagination.

First, since "older" is a relative term, especially when applied to women, it is important to be clear that we have in mind the woman who, after a period in which her energies have been concentrated on family responsibilities including the bearing and

rearing of children, needs or wishes to return to the labour force. Nowadays this woman is usually in her early or mid-forties; some are not yet forty.

In considering the urgency of training for such women it should be emphasized that their numbers within the labour force are increasing and in all probability will continue to grow. In June 1958 in Canada, 337,000 women between the ages of 45 and 64, almost 24 per cent of the female population in this age group, were job holders; and including those who were seeking work 346,000 were in the labour force. At the same time 34,000 women 65 and over—5 per cent of all women in this age group—held jobs and 35,000 were in the labour force. Ten years earlier 188,000 women, or 17 per

cent of the female population between the ages of 45 and 64, had jobs and 189,000 were in the labour force. In the 65-years-and-over group, 21,000, 4.65 per cent of the female population of this age, were actually in jobs, and 22,000, 4.87 per cent of the population figure, were in the labour force.

The trend in the United States is even more marked. At the present time about half the female labour force of that country is made up of woman over 40. So convinced are the American experts of a continuing increase in this group within the labour force that after a recent conference of the National Manpower Council the following statement was released:

The Council noted that it is concerned and concentrating on the status of women whose working careers were interrupted by marriage and raising families. They are in their 30s, 40s, and 50s, and so strong is their rush back to work that the conference termed it a "womanpower revolution".

This group offers a larger potential addition to the United States labour force in the future than any other age group of men or women. The expected increase for men 35 and over in the labour force between 1955 and 1965 will be 2,892,000; for women of that age, 3,502,000.

For Canada the forecast was as follows: "Women will go their way as they always do, and it is not for us to prescribe for them. But since we have to guess, we think it likely that a higher proportion of them will choose to enter the labour force than at present, particularly in the age group over 25."<sup>\*</sup>

This statement might suggest that in the future "the marriage gap," as some British writers have described these years of a woman's life spent in the home, will be less of a factor than at present in women's relation to the labour force. Certainly if women continue to work more regularly throughout their lives, the kind of training problem that we face at present for those who are seeking jobs after 40 will diminish, even though more women of these upper age groups are in the labour force.

The problem of the moment lies in the fact that the woman who for a period of twenty years or so has concentrated on family responsibilities has lost what occupational skills she may have had and even more seriously has lost the discipline of a job. It is not that she has been idle at home. On the contrary, she has probably worked very hard and for long hours, but the whole rhythm of her life has been a different one. The training that she needs is such as will revive that job-holding disci-

pline and either restore her former skills or teach her needed new ones.

Equally she needs up-to-date information about the kind of jobs that are available and help in deciding where, in light of her background and experience, she might be likely to find suitable employment.

In this connection it may be useful to take note of the predominant occupations of the older women at present in the labour force. Most of these are closely related to the kinds of work a woman does in her own home. For example, a high proportion of housekeepers and matrons, cooks, practical nurses, hotel and cafe employees are over 45 years of age. Sixty per cent of charworkers and cleaners are in this age group, which also provides nearly half of all dressmakers and seamstresses. Interestingly enough, too, women of 45 and over make up nearly half of the female proprietors and managers in the retail trade and close to a quarter of all women teachers and instructors.

These figures are based on the occupational data of the Census of 1951, the most recent comprehensive source of this type of information. It might reasonably be contended that the picture has changed in the past seven years and may continue to do so. Even in 1951 women of this age group accounted also for 10 per cent of stenographers and typists, 13 per cent of office clerks, and 16 per cent of sales clerks, nearly 13 per cent of telephone operators and 14 per cent of hairdressers and manicurists. On the whole, however, their range of employment was and probably still is fairly limited, and their occupations for the most part require comparatively little training.

Consider also the woman with a good educational background. For her the problem of preparing to re-enter the labour force, though different, is not less than for the one who has had little schooling. In her mature years the educated woman may want to become a social worker, a teacher or a librarian or to enter some other profession. If she has had previous training and experience in the occupation of her present choice she would profit by a refresher course. Otherwise she will need to make a completely fresh start. In recent years there has been wider recognition of the value of this mature woman's potential contribution to society, but much more could and should be done to adapt training facilities to enable the most fruitful use of her abilities and experience.

Take teacher training as an example. It is generally agreed that a woman who has brought up her own family, if she has a

<sup>\*</sup>Royal Commission on Canada's Economic Prospects, November 1957, p. 110.



bent for teaching, has a great deal to give to a new generation. Yet even with a serious shortage of qualified teachers, little has been done in Canada to enlist such women for the profession. The program developed in a number of American states to recruit and train mature women university graduates to supplement the teaching force might well be given more serious consideration in this country. Similarly, greater effort should be made to recruit and train mature women for other professions, perhaps especially in the social field.

A recent study made by the Bureau of Employment Security of the United States Department of Labor showed that older unemployed women were much less likely than men to have a skill or profession. Most of the unemployed older women had come from semi-skilled, service and clerical jobs. On the other hand, the older women job seekers had more years of schooling than the men.\*

It is reasonable to assume that a similar situation exists in Canada. For instance, only 30 per cent of the women in the recent Women's Bureau survey of married women working for pay had had any vocational training and most of these were in stenography, nursing and teaching. Because of their need of morale as well as of skills, a training program for the women we have in mind would need to be designed to their particular needs. One of the problems, of course, is to discover how many require training. There is the "seeking work" figure, i.e., the difference between the total labour force and the number of job holders. In 1948 for the group from 45 to 64 this figure stood at 1,000, but in June of this year it had risen to 9,000. Of course, not all of these would be candidates for training, but it is reasonable to assume that lack of needed skills to fill available jobs was one of the reasons why these considerable numbers of women were unemployed. This is, however, by no means a satisfactory estimate of the need, either present or future, of training facilities for this group.

A sample survey of persons registered at NES offices might be a useful means of finding out what proportion would benefit from training or re-training. On the face of it this would appear to be a sensible procedure, something that might profitably be undertaken. It is doubtful, however, whether such a survey would furnish an accurate assessment of the training needs of married women who are interested in return-

ing to gainful work, because only a small proportion of these women register with the National Employment Service.

Therefore, without awaiting the results of surveys which need and indeed ought to be made, it would be fruitful to proceed in several other ways:

1. Of first importance would be the setting up of some pilot projects for the training and placement of mature women. In any such schemes there are certain principles that should be observed:

- (i) These experiments should combine both counselling and training. Indeed in a very real sense counselling is, if possible, the more fundamental of the two aspects, since these women need morale and realistic information about employment opportunities.

- (ii) It is essential that training be provided for occupations in which job opportunities are available. In most cases it would be practical to relate training plans to the kinds of jobs that women of this age group now fill. In determining the courses to be offered, including the content, close contact should be maintained with local employers. This liaison might be achieved through the co-operation of NES local offices and advisory committees for each type of course.

- (iii) Trainees must be carefully selected; applicants who could not meet training or employment standards should be rejected. Some might be suited to other types of training.

- (iv) Since people are being prepared for employment, the standards of performance required of the trainees should be adequate. Consideration of attitudes to work and general conduct on the job should be included in the content of all courses. For women of this age and background short intensive courses are usually preferable to long training.

- (v) Classes should be kept small and free of rigidity so that trainees may be given sufficient individual attention to enable them to progress, each at her own pace.

- (vi) Individual personality and ability should be taken into careful consideration in relation to job placement; the project supervisor or teacher will therefore be a key person in all placements.

2. An inventory should be made of existing training plans and programs to which, according to their previous skills and experience, women of this group might be directed. This information should then be kept up to date and given circulation through appropriate agencies and organizations.

\*United States Department of Labor, Bureau of Employment Security. Older Worker Adjustment to Labor Market Practices, September 1956.

3. Serious consideration should be given to the question of special training for mature women qualified to enter the teaching profession.

4. Special services of educational and vocational guidance should be made available for women with more advanced education, some of whom have not had working experience, to direct them into further education in preparation for employment.

It is worth noting that a number of women's organizations, especially Business and Professional Women's Clubs and several of the women's service clubs, have shown considerable interest in this problem. In the United States in several cases such organizations have taken the initiative in setting up courses. In Canada their co-operation could be depended upon, and with their help more could be achieved. While the initiative belongs to the Departments of Education and Labour, some original stimulus from the women, perhaps through the National Council of Women, which

brings together so many women's organizations, would help to get things moving.

The task envisaged is not a small one and it is urgent. It involves special provision for a particular group but at the same time it should be considered part of an adequate total program of vocational education. In this perspective a comment from the Second Report of the United Kingdom National Advisory Committee on the Employment of Older Men and Women, published in London in December 1955, is relevant:

We should like to suggest that some of the problems of the employment and training of men and women in later life might be more readily solved by a broader approach to the type of training to be given them at the beginning of their working life. Too narrow and specialized basic training may lead to considerable employment difficulties in later life.

We need a program to meet an urgent and growing problem of the present and at the same time the kind of total planning that will obviate that problem in the future.

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## National Advisory Committee on Rehabilitation of Disabled Persons

National Co-ordinator declares Department's aim is the rehabilitation of 7,000 to 8,000 disabled persons each year. Committee recommends expansion of National Employment Service's special placement service

The Department of Labour was aiming at the rehabilitation of from 7,000 to 8,000 disabled persons in Canada each year, members of the National Advisory Committee on the Rehabilitation of Disabled Persons were told at a two-day meeting in October. Ian Campbell, National Co-ordinator of Civilian Rehabilitation, said one of the purposes of the meeting was to advise on ways of reaching this total.

The 25-man committee—made up of representatives of various groups interested in rehabilitation, including voluntary health and welfare agencies, the medical profession, employers, organized labour, universities, provincial governments, and the federal Departments of Labour, Health and Welfare, and Veterans Affairs—discussed provincial rehabilitation reports, vocational training, medical rehabilitation and grants, placement of the handicapped, co-ordination agreements, publicity and education, and resolutions.

Hon. Michael Starr, Minister of Labour, opened the meeting. "We in Canada must regard our manpower as our most precious asset," he told the committee members, "so that anything that will assist the disabled to rise above their disability and to make their full contribution to the nation receives my full support." In advancing to greater prosperity, Canada will need the contribution of the skills of all her people, he added.

Mr. Campbell in his address to the Committee quoted figures covering one group of 1,055 successfully rehabilitated persons in Canada. Before rehabilitation 831 of this group were dependent upon their families or public assistance for their support.

Their maintenance, and that of their 821 dependents, had cost about \$950,000 annually. During their first year of employment this same group earned more than \$1,800,000.

A 1951 survey by the Department of National Health and Welfare, Mr. Camp-

bell said, had shown about 200,000 seriously disabled Canadians in the working age group were unable to contribute to their support. Many of these had since been restored to usefulness through developing rehabilitation programs. But the majority were still dependent.

If modern knowledge of rehabilitation could have been applied to these people at an earlier age, many more would now be self-sufficient.

The whole process of rehabilitation was always more effective when rehabilitation services were provided to the seriously disabled individual as soon as a disability occurred. For this reason, Mr. Campbell said, the need for improved methods of finding cases in hospitals and institutions was indicated.

As their rehabilitation services developed the provinces were gradually making greater use of the federal financial assistance offered, Mr. Campbell reported.

Under the Co-ordination of Rehabilitation of Disabled Persons Agreements, he announced, the amounts spent by the provinces and shared by the federal Government had risen from \$25,720 in 1953-54 to \$149,960 in 1957-58. In the current fiscal year the provinces had estimated they might spend \$260,000.

The federal and provincial funds spent on vocational training for disabled persons had risen from \$44,000 in 1954 to \$540,000 in 1957. The provinces estimated that this year they may spend \$681,000 for vocational training in rehabilitation.

Mr. Campbell said the federal share of the money spent under the Medical Rehabilitation Grant had risen from about \$58,000 in 1953 to about \$633,000 in 1957.

At the end of the two-day meeting, the Committee adopted a resolution recommending expansion of the National Employment Service to provide a more adequate placement service for disabled persons who have benefited from a rehabilitation program. Placement in employment of such persons is a vital part of a rehabilitation program and the NES is not at present adequately staffed to provide this service, the resolution declared.

The resolution was an amended version of one presented by G. Wilfred Crandlemire, Provincial Co-ordinator of Rehabilitation for New Brunswick.

"Recognizing the basic responsibility of provincial rehabilitation authorities to follow through the rehabilitation process to a successful conclusion," the resolution also recommended that the provincial authorities and the NES work out a co-operative arrangement for this purpose.

Because an expanding and co-ordinated rehabilitation program requires larger funds, the Committee recommended in the same resolution that the existing federal grants be increased and be made sufficiently flexible to allow for the financing of the training of professional and technical personnel, and the employment of all necessary professional staff.

The next meeting of the Committee is scheduled for March 2 and 3, 1959.

## Protest "Watering Down" of Co-determination

Some trade union leaders in West Germany have recently lodged protests against an alleged "watering down" of the co-determination idea.

Public understanding of the problems involved is complicated by the fact that there are three different systems of co-determination in the Federal Republic.

Co-determination—the demand for labour representation on managing boards—was first put forward in 1948 when German unions called for the "full co-determination of the unions in all organs of the economic order" (L.G., 1952, p. 1173).

In 1951 (L.G., 1951, p. 708), co-determination was enacted for all German corporations in coal mining and steel making.

The 1951 law provides an equal representation of labour and stock-owners on the company's board of directors. The labour members of the board are mostly union officials not belonging to the firm's staff, with only the minority being selected from the firm's employees.

Another union official, the so-called "labour manager" or "labour director," is placed within the tripartite management of each company.

In 1956, a similar law covering holding companies controlling and combining various coal-mining and steel companies was enacted. In this case only a minority of the boards' labour members are to be outside union officials; the majority is to come from the firm's personnel.

The third type of co-determination was introduced in 1952, covering all firms with five or more employees and all incorporated companies outside of coal and steel. In this case, an act provides for employees' works councils. These have a voice in all decisions affecting social and employment conditions. Also, one third of each company's board of directors has to consist of labour representatives, predominantly employees of the company.



# 37th Convention of Canadian and Catholic Confederation of Labour

**CCCL decides to continue meetings with Canadian Labour Congress with view to negotiating affiliation with status of national union. Roger Mathieu elected General President to succeed retiring Gérard Picard**

The Canadian and Catholic Confederation of Labour has decided to continue its meetings with the Canadian Labour Congress with a view to negotiating affiliation with the status of a national union. This decision, reached only after two days of discussion, was the most important decision made at the 37th convention, held in Montreal from September 14 to 20.

Setting aside the question of terms, the delegates, numbering about 525, gave the bargaining committee a free hand, laying down only one condition: the safeguarding of union freedoms.

The whole convention was dominated by this problem of affiliation and by the problem of choosing a new General President. Certain subjects which had formed the subject of lengthy debate in the past, such as the question of political action and that of the structural reform of the CCCL, were scarcely mentioned.

Roger Mathieu, of the Montreal Journalists' Syndicate, who was also 2nd Vice-president of the CCCL, was chosen to succeed Gérard Picard, another newspaperman, who did not allow his name to stand. Jean Marchand was re-elected Secretary but the convention chose a new Treasurer: René Bélanger, President of the Federation of Employees of Municipal and School Corporations.

In his last report to the convention, the retiring President brought up the problem of union freedom and security in Canada. He also dealt with the question of the confessional nature of the CCCL, which led the delegates to authorize the Confederated Bureau to come to a decision after consulting the Quebec Episcopate.

The convention also took a stand against any affiliation with a political party, protested against wage rates and working conditions in Quebec hospitals, and decided to set up a fund for the purpose of establishing a permanent trade union training centre.

At a mass sung for the convention of delegates, His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, delivered a sermon denouncing the evil of unemployment.

## Opening of the Convention

More than 525 accredited delegates, the largest number ever assembled in the history of the CCCL, attended the opening of the convention on Sunday, September 14.

The General President's moral report was read (see below) and a number of guests addressed the meeting. The presence of Roger Provost, President of the Quebec Federation of Labour (CLC), attracted special notice.

The representative of the provincial Government, Donat Quimper, Assistant Deputy Minister of Labour, emphasized the imposing number of collective agreements signed this year and the proportionally small number of strikes. Of some 1,800 collective agreements signed during the year, he said, about 900 went through the conciliation stage, some 200 got as far as the arbitration stage and only about 20 ended in a strike.

Mr. Provost, having reminded his listeners that relations between the CCCL and the QFL have been closer since the strike at Murdochville, said that he hoped for labour unity without abdication. A third union philosophy should result from this unity, he said, more Canadian than the philosophy of the CLC has been in the past. This new union philosophy, he added, must go beyond purely economic bounds.

In closing, the President of the QFL urged the delegates to continue to study eventual affiliation objectively.

The President of the Montreal Central Council, Horace Laverdure, officially welcomed the delegates.

## General President's Report

In a 40-page report, the retiring General President dealt exhaustively with the subject of trade union freedom and labour unity in Canada.

"Could trade-union freedom exist within a single labour congress in Canada," Mr. Picard asked, "or must we maintain several different congresses, independent of each other, as a guarantee of such trade union freedom?"

### Tribute to Gérard Picard

A spontaneous and moving tribute was paid at the close of the convention to Gérard Picard, retiring as CCCL General President.

Before bringing the convention to a close, the new President, Roger Mathieu, stated that he would devote himself entirely to his duties but doubted that he could discharge the weighty responsibilities assumed by Mr. Picard over the years.

Philippe Girard, on behalf of the delegates and the workers of Quebec, recalled the progress made by the Confederation under Mr. Picard's direction.

The General Secretary and the General Chaplain also paid a spontaneous tribute of gratitude to the man who, for 24 years, held responsible positions within the CCCL.

At an informal party held the day before, Jacques Archambault, President of the CCCL's Organizers' Syndicate, emphasized the close relationship that had always existed between the outgoing President and the Syndicate, and presented Mr. Picard with a purse.

During the week preceding the CCCL Convention, Mr. Picard was elected President of the National Metal Trades Federation, replacing Adrien Plourde, who was named Secretary of the Federation.

In search of a reply, he recalled that trade union freedom is a particular aspect of freedom of association for legitimate purposes. It is based, he said, on "the natural right of both employers and employees to organize the union of their choice without asking any one's permission."

Mr. Picard pointed out that Canada has ratified neither the ILO Freedom of Association and Protection of the Right to Organize Convention (No. 87) nor the Right to Organize and Collective Bargaining Convention (No. 98).

The Canadian Government has periodically explained to the ILO that it could not ratify such Conventions because they deal with matters under provincial jurisdiction, by virtue of the Canadian constitution, but that, substantially, the principles and criteria included in the Conventions are well respected both in Ottawa and the provinces. Quite a dilemma! How can we get out of it?

This led him to recommend strongly that Canada send a complete delegation to the International Labour Conference, which he said had not been done since 1919, and to invite the 10 provinces each to send a technical adviser along as members of the governmental group.



**One newspaperman has succeeded another as General President of the CCCL. Here Gerard Picard (left) offers his congratulations to his successor, Roger Mathieu**

The provinces in turn could authorize the Government of Canada to sign in both its name and theirs international conventions dealing with matters under mixed or provincial jurisdiction. A federal country such as Canada must find a way out of its incapacity in relation to international organizations like the ILO, where we should be in a position to face our responsibilities in the best interest of both our people and of world peace.

Mr. Picard then went on to give an historical review of the Canadian trade union system, an analysis of anti-discrimination legislation and a description of the simultaneous existence of majority and minority certificates in certain industries. He ended with a study of labour unity in Canada.

Mr. Picard summed up as follows the advances made by the CCCL in the field of labour unity:

It appears clearly from the decisions of its last conventions, that the CCCL gave up the idea of maintaining the *status quo*, put aside the hope of protecting its integrity on a permanent basis by way of cartels, because the CCCL would be the only party to profit from such agreements and the other groups knew it, realized since 1955-56 that it would not be realistic to proceed with establishment of another genuinely Canadian congress with the help of other national unions, chose to examine the possibility of affiliation with the CLC, and did not advance any further.

The retiring President concluded with a quotation from John Price, once an officer of the TUC and now Secretary of the Industries' Commission of the ILO: "Trade unions are not only asserting that Labour has a right to its wages but they insist that workers should become the respected members of a great community. This belief is based on the value of the person and their aim is to make it possible for the individual to enjoy his rights and freedom and to fulfill his obligations towards his fellow men in a democratic society."

### Cardinal Léger

"The struggle against unemployment must be carried on energetically, and must constitute one of the principal objectives of economic policy," said His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, in his charge to the delegates. The cardinal specified that solutions for unemployment remain incomplete so long as a fair concept of the economy, aimed at satisfying human needs, has not been reached.

Cardinal Leger addressed the delegates at a mass celebrated for them in Montreal's cathedral.

His Eminence reminded them that a guided economy is not only possible but necessary. Constant co-operation is needed, he pointed out, on the part of all the agents of economic life, but in order to make this co-operation possible, the workers must assume their share of responsibility, through their associations, in controlling the national economy.

The prelate also stressed the rôle of the Government.

"It is up to individuals and intermediate groups in the first place," he said, "to accept all their responsibilities. However, since it is evident that in this matter, in spite of all their ingenuity, they cannot solve the problem of unemployment by themselves, the public authorities must intervene to stimulate their efforts and complete their activities."

### Report of Confederal Bureau

General Secretary Jean Marchand, presenting a detailed report on the activities of the CCCL during the past year, emphasized in particular the effects of unemployment in the province of Quebec, which, he said, has had "its worst year since the depression in the thirties".

According to the General Secretary, the main cause of this situation is "an economic system which ignores the human being and considers only private interests".

Mr. Marchand also gave a summary of the briefs submitted by the CCCL to the provincial and federal Governments.

### Education Service

The CCCL decided to set up a special fund to be placed at the disposal of the Education Service for the purpose of establishing a permanent union training centre.

Over a period of five years starting this year, an annual subscription of \$5,000 will be paid into this fund.

## Membership

According to statistics reported by the General Secretary, the CCCL membership dropped to 98,038 on May 31, 1958, a decrease of 1,919 since June 1, 1957. Mr. Marchand blamed unemployment

for this decrease, which was particularly felt among metal and textile workers.

On the other hand, the number of syndicates affiliated to the CCCL is on the increase, having risen to 451 from 442.

Federations	Number of Syndicates	Change	Membership	Change
Barbers & Hairdressers .....	14	—	590	—
Building Workers .....	68	—	21,362	+ 876
Woodworkers .....	22	+1	3,317	+ 22
Commerce Employees .....	20	-1	3,362	- 208
Municipal & School Corp. Workers	57	+2	6,219	+ 216
Leather & Shoe Workers .....	13	-2	4,216	- 145
Printing Trades .....	25	-1	4,585	- 5
Mining Industry Employees .....	11	+1	4,696	- 150
Metal Workers .....	37	-2	14,113	-1,748
Pulp and Paper Workers .....	37	-1	7,770	- 24
Services .....	34	+5	6,943	+ 182
Textile Workers .....	24	—	7,528	-1,107
Clothing Workers .....	29	+3	5,459	- 147
Chemical Workers .....	9	-1	3,058	- 130
Directly affiliated .....	51	+5	4,920	+ 449
Totals .....	451	+9	98,039	-1,919



The plan to set up a permanent union training centre was put forward by Fernand Jolicœur, Director of the Education Service, and his assistant, Jean Paul Lefebvre.

Such a centre, it was pointed out, has proved necessary for the carrying on of union education. Thanks to the participation of affiliated organizations, the construction of a \$100,000 building is foreseen.

The convention also decided to set up a Political Education Committee whose task it will be to offer guidance to the Education Service and the regional educational committees with regard to the contents and techniques of the movement's political education programs.

This committee will consist of two members chosen by the CCCL Executive Committee from its own membership, three members appointed by the Confederal Bureau and two CCCL organizers.

The convention also authorized the Confederal Bureau to support any political action decided upon on the regional level, with the exception of partisan political action.

Finally, in the realm of education, a committee is to be set up which will inquire into the requirements of industry with regard to education and prepare a brief for presentation to the proper authorities.

### Organization Service

According to Amédée Daigle, Director of the Organization Service, the organizing of non-union workers is becoming more and more difficult.

"As far as the workers are concerned," he explained, "unemployment is making them more and more careful, and they are not prepared to run the risk of losing their jobs. Furthermore, the employers are still hostile and the Board (Quebec Labour Relations Board) is showing more and more ill will in its attitude towards us."

### White-Collar Workers

As an appendix to the Organization Service report, Jean Robert Gauthier, technical adviser specializing in the "white-collar workers" division, presented a report on organizing in this field.

Mr. Gauthier submitted the following findings:

(a) From 10 to 15 per cent of those white-collar workers who can be organized in Canada and the United States have been reached by union organization;

(b) Civil service groups show great psychological permeability to union activity, but there are legal obstacles to unionization on the provincial and federal levels: union action must respect the values of the class

### Workers' Song

At the convention, the CCCL's Education Service announced the names of the winners in its first competition for a workers' song.

This competition, open to all Canadian citizens, was divided into two classes—Class A for words and music and Class B for words only.

René Tournier of Montreal won the first prize in Class A (\$200) for his work entitled "March of the Canadian Workers". The second prize in this class (\$100) went to Lucien Héту, also of Montreal, for his song entitled "March of the Workers".

Four prizes of \$50 each were awarded in Class B; these went to Miss Irma Allard of Montreal, Paul M. Gauthier of Montreal, Mrs. Aimé Nadeau of Thetford Mines, and Jean Paul Robillard of Ville St. Laurent. Only the last-named is a member of the CCCL.

concerned: respect for the hierarchical set-up of public office, loyalty to the public service, prestige of professional positions, etc.

(c) White-collar workers in economic concerns are less permeable to union activity than civil servants, but their sociological conditions favour such action, which must, however, spring from the deep-seated aspirations of their class; economic promotion through advancement in the hierarchy of the concern, maintenance of the dignity of office work;

(d) Organization among salespeople is centred in an individualistic psychological tendency, created by the personal success of the salesman himself, which may be an impediment to union activity, although salespeople do not show any deep-seated opposition to such activity;

(e) The type of concern involved conditions the success of union activity in both cases; if the size of the concern is such that it favours the identification of employers and employees, union organization has less chance of success; if the concern grows, and work is parcelled out, the chances of unionization increase;

(f) Professional and technical groups show a dynamic tendency to become unionized, even within their existing framework;

(g) All union activity in middle class circles must be clearly identified with the underlying interests of the group, must espouse its cause and must enlarge and improve on that which forms the essence of labour, in its actual provisions.

## General Chaplain's Message

Rev. Canon Henri Pichette, General Chaplain of the CCCL, called on the delegates to consider the problem of affiliation "in an atmosphere of understanding, tolerance and charity".

He also took advantage of his traditional message to justify present union security clauses.

Reminding his listeners that the question of affiliation of the CCCL with the CLC has been under consideration for a number of years now, Canon Pichette attempted to "dissipate a current misunderstanding with regard to discretion". He specified:

It is a fatal mistake to think that discretion invariably counsels opposition to progress or marking time, inaction or entrenchment in comfortable positions... Discretion commits a man of action to seek and to choose the best means, under the circumstances, for attaining his objectives... Discretion commits you first of all to take all possible steps to have consideration and discussion of this problem carried on in an atmosphere favouring objectivity.

Pointing out that the convention considered chiefly the terms of a possible future agreement with the CLC, Canon Pichette called to mind that it is important to know "on what conditions you agree to make your contribution to the Canadian labour movement and what guarantees are offered you for respect of your integrity and of your own characteristics".

He added that it is not always sufficient to evoke the general advantages of the unity of organized workers.

"Those bodies affiliated with the CCCL which feel the need to form alliances less than the others do are justified in demanding more complete explanations concerning the 'wherefores' of affiliation," he said.

The General Chaplain also dealt at length with freedom and its application to trade-unionism. "The external freedoms claimed, such as the freedom of association, the right to vote, freedom of speech, etc., are nothing but conditions which enable us to act as free men," he explained.

He stressed the fact that "our labour movement grew up under the capitalist system, and its characteristics and arrangements cannot be understood unless we know what abuses it was meant to correct".

The Canon stated that the workers, in attempting to guarantee and protect their freedom of association before their employers, have also tried, through contractual clauses, to ensure the participation and cohesion of the workers.

This meant, he said, the appearance and development of union security clauses, which have given rise to a great many

protests. Strangely enough, it was often the employers who made themselves the grand champions of the freedom of their employees with regard to their union. The arguments put forward are generally based on an individualistic concept of freedom, which recognizes no responsibility on the part of the worker towards the organized group and no obligation for solidarity towards the community of labour. No relationship has been established between the right to work and union duty and the fact has been overlooked that Christian ethics not only demanded freedom of association but recalled the workers' obligation to participate in union life.

Canon Pichette continued as follows:

Theologians who have had to examine present union security clauses have taken their stand on this duty in order to justify such clauses. So these clauses have nothing in themselves which is contrary to ethics or violates the freedom of the workers. May I emphasize the fact, however, that they should not be intended to replace efforts made to convince the workers, by persuasion, of their duties and obligations. Compulsion can never be justified unless an attempt is made beforehand or at the same time to have the workers join their union of their free will, once they have understood the situation.

Canon Pichette acknowledged that these clauses may have given rise to certain abuses, but he specified that it is not admissible to contest them "in the name of ethics and of freedom".

## Affiliation with the CLC

The convention instructed the CCCL's labour unity committee to meet the representatives of the Canadian Labour Congress for the purpose of negotiating affiliation with the status of a national union.

The delegates gave the 15-member bargaining committee a free hand. The only condition laid down had to do with the "safeguarding of union freedoms".

This resolution, which was carried unanimously, was moved by André Roy, President of the Quebec Central Council, and seconded by the retiring General President.

It read as follows:

That the CCCL Convention instruct its Labour Unity Committee to meet the representatives of the CLC in order to negotiate the affiliation of the CCCL with the CLC, with the status of a national union;

That the Committee have all the latitude to carry on the said negotiations, subject to the safeguarding of trade union freedoms;

That the Committee submit at the next CCCL Convention a report of its discussions.

Coming after a long and acrimonious commission debate, the unanimous adoption of this resolution was a surprise. It was due to the fact that the resolution made a clean sweep of the conditions to be laid down



**Roger Provost, President of the Quebec Federation of Labour (CLC), was a guest at the CCCL convention. In his remarks to the delegates he urged the CCCL to continue discussions towards affiliation. Pictured (left to right) are: Jean Marchand, CCCL General Secretary; Gerard Picard, retiring President; Mr. Provost; and Donat Quimper, Assistant Deputy Minister of Labour of the Province of Quebec**

for eventual affiliation, simply concurring in the principle of affiliation and thus giving a free hand to the bargaining committee.

Terms and conditions will come to the fore again at the 1959 convention, when the labour unity committee will present its report.

The commission discussion was brought about by the affiliation plan submitted by Mr. Picard in his moral report as a possible basis for discussion. Dealing with the question of terms, the discussion was not only lengthy but sometimes acrid.

The moment the general assembly which was to study the question of affiliation opened, the General Chaplain and the General President made a point of appealing for calm, serious consideration and a spirit of charity. But when Mr. Roy submitted his draft resolution, amending the recommendation of the commission's report, there was immediate unanimity and Mr. Picard lost no time in seconding the motion.

Roger Mathieu, taking part in the discussion for the first time, made it clear that he was not in favour of affiliation "on any condition" but pleaded in favour of continuing negotiations with the CLC. Philippe Girard also stressed the need of "attaining unity within the CCCL". He

laid emphasis on the education of the members in this respect, stating that it is impossible "to change a person's mentality by means of a convention resolution".

The convention then appointed the following 15 members to make up the labour unity committee: René Gosselin, Jean Marchand, Armand Morin, André Roy, Camille Larocque, Roger Mathieu, Gérard Picard, S. Ted Payne, Angelo Forte, René Bélanger, Jean Noël Godin, Adalbert April, James McCulloch, Adrien Plourde and Donat Gauthier.

### **Confessional Nature of the CCCL**

The Confederal Bureau was authorized to come to a decision, after consulting the Episcopate of the province of Quebec, concerning the confessional nature of the CCCL.

The retiring President pointed out in his report that the use of the word "Catholic" in the title of the CCCL lends itself to misunderstanding and is not expressive of reality.

He also emphasized the fact that, even if no reference is made to the social doctrine of the Church, this does not in any way, within the framework of the present set-up,



## Roger Mathieu

The new General President of the CCCL was born in Montmorency, near Quebec City, on July 8, 1921. The following year his family moved to the provincial capital, where he received his elementary education.

Born of a working-class family (his father, Donat Mathieu, now retired, worked for the Quebec Power Co.), Mr. Mathieu made his entry into the labour world as a store clerk. And it was through the *Jeunesse Ouvrière Catholique* (Young Catholic Workers) that he was initiated into social work. Mr. Mathieu became a member of the J.O.C. in 1936 and successively held the posts of local President and Federal Secretary for the Diocese of Quebec.

In 1941 he moved from Quebec to Montreal, where he became Secretary and then National President of the J.O.C. In 1944 Mr. Mathieu went to work at the Ford and Godfredson plants in Windsor, Ont.

Returning to Montreal in 1946, he entered the service of the French daily newspaper *La Presse* as a labour reporter, a post he held for six years until he was named assistant news editor.

Mr. Mathieu became a member of the Montreal Journalists' Syndicate in 1946, and was President from 1951 to 1958.

In 1955 he was elected President of the Montreal Central Council of the National Syndicates, a post he held for one year, and 2nd Vice President of the CCCL, which he remained until he was elected President.

Elected by the Montreal Central Council of the National Syndicates, Mr. Mathieu has sat on the Montreal Municipal Council (Class C) since the fall of 1957.

Mr. Mathieu travelled in most of the Western European countries in 1945 as a delegate of the J.O.C. In 1946 he visited the United States and Mexico. He spent the early summer of 1958 in Europe as adviser to the Canadian worker delegate at the International Labour Conference and CCCL delegate to the International Confederation of Free Trade Unions convention.

prevent "adherence, in the CCCL's statement of principles, to the supremacy of spiritual values and the supernatural purpose of man".

During the discussion, conducted largely by S. Ted Payne, Vice-president of the National Metal Trades Federation, it was

pointed out that the question of confessionalism had come up in connection with the Quebec co-operatives, and that they had decided against it, after consulting the Episcopate.

A brief is being prepared on the subject and should be submitted shortly.

Those in favour of giving up the CCCL's religious connection referred, among other things, to the necessity of having a constitution applicable on the national level, to changes in the legal, demographic and democratic context, and, finally, to the need to be in order with anti-discriminatory legislation.

Mr. Payne urged that a report be made at the next convention.

## Political Action

The question of political action, discussed at length at recent conventions, was not taken up this year.

Two resolutions, one of which suggested considering the advisability of adhering or not to the setting up of a Canadian political party, and the second recommending "acceptance of the invitation of the Social Democratic party to participate in studying the possibility of setting up a new and really democratic Canadian political party," were rejected by the Resolutions Committee.

The Committee recommended that the delegates abide by the present provisions of the CCCL constitution providing for the setting up of a political guidance committee (see "Education Service" above) but expressly forbidding any group to affiliate itself with a political party or the CCCL to support such a party.

## Unemployment Insurance

The convention came out in favour of higher unemployment insurance benefits, ensuring weekly payments of at least \$30 to unemployed persons with dependents and \$20 to the unmarried worker, but took a strong stand against any attempt to make a strike fund out of the unemployment insurance fund.

Objecting to a resolution which called for the payment of benefits to workers taking part in an industrial dispute, Jean Marchand denounced the tendency to extend benefits to "non-insurable classes".

Recalling the purpose of the Act, the General Secretary stressed the fact that the unemployment insurance fund should not be used as a strike fund.

"If the Government wants to hand out subsidies," he said, "it should not take them from a fund made up of contributions from insured persons."

The convention also requested:

—That every unemployed worker who decides to specialize in a trade should be able to draw benefits as long as his courses last;

—That disqualification of a claimant who has left his job voluntarily be limited to two weeks;

—That the annual waiting period be abolished;

—That benefits be paid throughout the unemployment period;

—That Unemployment Insurance Commission offices be opened on the North Shore and at Donnacona, and that the Montreal offices be enlarged.

In calling for increased benefits, Michel Chartrand stated that the average amount of benefits collected by unemployed fathers of families last winter in Montreal was \$20.

## Hospitals

The convention asked for a public inquiry into Quebec hospitals with a view to putting an end to what it termed "a good many anomalies". It specifically requested:

1. A breakdown of the costs of hospitalization and of medical and surgical treatment;

2. Study of the spread between the cost of hospitalization "per day" and the wages paid the employees;

3. Study and analysis of the nature and quality of the care given hospital patients;

4. Study and analysis of the stability of employment and of the output of the employees.

Jacques Archambault, technical adviser to the Services Federation, stated that the average weekly wage of all employees of the hospitals is \$34.25 and that of male workers \$40.

He also protested against the constant turnover of staff, which, in certain hospitals, may reach 400 per cent.

Mr. Archambault also criticized the fact that hospital workers are not protected by the Workmen's Compensation Act or the Unemployment Insurance Act.

## Resolutions

### Unemployment

Although it did not give rise to a full debate, the question of unemployment was brought up a number of times at the convention.

The delegates passed a resolution urging the federal Government to adopt a full employment policy. In addition, the delegates requested the Executive to bring pressure upon the federal Government to do something about the depression in Sorel. It was pointed out that more than 2,500



**Roger Mathieu**  
New President of CCCL

workers were drawing unemployment benefits and that some 2,000 others had already exhausted theirs. This situation results mostly from a reduction in shipbuilding.

### Natural Resources

The CCCL urgently requested the setting up of a Provincial Board of Economic Planning for the development of Quebec's natural resources.

A committee under the chairmanship of Jean Paul Robillard of the Montreal Journalists' Syndicate submitted a special resolution requesting a Board that would:

1. Look after the conservation of the province's natural resources and their rational development in the interests of the population;

2. Counsel the Government on the replacement of monopolies by State undertakings, under independent, socialized, co-operative or joint management control.

3. Promote the creation of industries for the processing of mining products.

### Recognition of Communist China

An amendment to a resolution to promote world peace, calling on the Canadian Government to back the admission of Communist China to the United Nations, was voted down after a rather lively debate.

The original resolution which was adopted, urges the Canadian Government to participate in every peace-making activity

### Strike at *La Presse*

The choice of Roger Mathieu of the Montreal Journalists' Syndicate as President of the CCCL caused a strike at his employer's establishment, the daily newspaper *La Presse*, when he was refused leave without pay for the duration of his term of office. Mr. Mathieu was assistant news editor.

*La Presse*, the largest French-language daily newspaper in America, with a daily circulation of more than 200,000, was not published for 12 days when members of other unions at the paper refused to cross the picket lines set up by the 78 journalists. Union members also published more than 100,000 copies of their own smaller daily newspaper.

The Journalists' Syndicate stated "that leave without pay for elected officers is a principle to which all unions adhere because it is related to the right of organization and to the free choice of officers."

The strike ended on the twelfth day, when management recognized the merits of the journalists' contention and granted Mr. Mathieu leave without pay.

throughout the world "without being influenced by those powers which think more of their prestige than of establishing and upholding peace".

Jean Paul Robillard of the Montreal Journalists' Syndicate sought to have this resolution amended so as to ask the Government to recognize Communist China and not pursue "the United States' policy of force to prevent the islands of Matsu and Quemoy from passing into Communist Chinese hands".

### Nuclear Weapons

A resolution recommending the ending of nuclear tests was turned down when several delegates, including the General Secretary, emphasized the complexity of the problem and the need "to defend ourselves".

The original resolution expressed the wish that Canada should not participate in nuclear tests. Instead of this, the delegates favoured an end to the use of nuclear weapons for military purposes.

Michel Chartrand, however, objected to any kind of nuclear tests. "I should prefer being under a Communist regime than winning because we used arms like that," he said.

### Shipping

The convention expressed opposition to upholding the shipping agreement which enables Commonwealth countries to carry

on, without restriction, coastal shipping in territorial waters of other member countries.

This resolution was immediately sent to the Canadian delegation to the Commonwealth Economic Conference being held in Montreal at the same time.

The resolution, moved by the shipyard workers' section of the National Metal Trades Federation, set forth the following reasons: the agreement is prejudicial to the economic and social well-being of Canadian workers in the merchant navy; the devaluation of foreign currencies increases the advantages of vessels registered in other parts of the Commonwealth; and the opening of the St. Lawrence Seaway will only add to an already serious situation.

### Natural Gas

The convention also requested a public inquiry into the sale of the natural gas distribution system to the Quebec Natural Gas Corporation.

The delegates adopted an amendment put forward by the General Secretary to:

1. Censure the provincial Government for making the sale;
2. Call for a Royal Commission inquiry into the negotiations and transactions that led to this sale;
3. Demand the resignation of the Ministers named in the scandal;
4. Insist on repurchase of the gas system by Quebec Hydro.

### Biennial Convention

The delegates rejected a recommendation by the National Federation of Employees of Municipal and School Corporations that called for the holding of conventions every two years only.

There was no debate from the floor but the delegates agreed to the Constitution Committee's recommendation, which termed the resolution "unpractical".

### Other Resolutions

The convention also studied a number of problems with a view to making recommendations either to the federal or the provincial Government. Thus the CCCL requested:

—That all employees of a firm be made to pay union dues when they enjoy the benefits of a collective agreement, since the certificate of recognition obliges the union to represent all the employees;

—That the Unemployment Insurance Act be amended so that days when an employee is absent from work due to an industrial accident may be considered as working days under the Act;

—That family allowances be paid to all children attending school irrespective of age,





The CCCL Executive for the coming year (left to right): 5th Vice-president Angelo Forte, 7th Vice-president Miss Jeanne Duval, 4th Vice-president Adrien Plourde, General Secretary Jean Marchand, 3rd Vice-president Rosario Gosselin, General President Roger Mathieu, 2nd Vice-president Horace Laverdure, Treasurer René Bélanger, 6th Vice-president Daniel Lessard, 1st Vice-president René Gosselin, and Canon Henri Pichette, General Chaplain of the Confederation

and that the income tax deduction for the upkeep of a child be \$400 after age 16;

—That in the case of workers in industries considered seasonal the income tax deduction at the source be made on 80 per cent of income only;

—That the necessary steps be continued concerning the immediate participation of the province of Quebec in the national health insurance program.

—That the Dominion Bureau of Statistics publish detailed data for all cities and towns in the province;

—That protests be made against any increase in rates by the Bell Telephone Company;

—That water and electricity services be maintained in cases of non-payment due to unemployment or illness;

—That the maximum penalty payable under the Combines Investigation Act be raised from \$10,000 to \$1,000,000;

—That the minimum wage rate in the province of Quebec be increased to \$1.25 an hour for all classes of workers.

## Elections

Roger Mathieu, Montreal Journalists' Syndicate and second Vice-president of the CCCL, was elected General President, succeeding Gérard Picard, who resigned. He

defeated his sole opponent, René Gosselin, President of the National Textile Federation and first Vice-president of the CCCL, who was re-elected to this same position.

Mr. Picard, General Secretary of the CCCL from 1934 to 1946 and General President since 1946, announced a year ago that he would not seek re-election. A week before the CCCL convention, he accepted the presidency of the 14,000-member National Metal Trades Federation. He will also act as technical adviser to this Federation.

Jean Marchand, General Secretary, was re-elected for an eleventh term.

The CCCL also elected a new Treasurer in the person of René Bélanger of Quebec, President of the National Federation of Employees of Municipal and School Corporations. Mr. Bélanger ran against J. Emile Hébert, who had held the post for three years.

Vice-presidents elected were: 1st Vice-president, René Gosselin, Granby, President of the National Textile Federation; 2nd Vice-president, Horace Laverdure, President of the Montreal Central Council of the National Syndicates; 3rd Vice-president, Rosario Gosselin, Quebec, President of the Federation of Building Workers; 4th Vice-president, Adrien Plourde, Arvida, Secre-

tary of the National Metal Trades Federation; 5th Vice-president, Angelo Forte, Montreal, Vice-president of the National Federation of Clothing Industry Workers; 6th Vice-president, Daniel Lessard, Thetford Mines, Secretary-Treasurer of the National Federation of Mining Industry Employees; and 7th Vice-president, Miss Jeanne Duval, President of the Montreal Hospital Service Employees' Syndicate.

Only Horace Laverdure and Rosario Goselin are new vice-presidents; they replace Roger Mathieu and Joseph Parent, respectively, who resigned.

The convention also chose the three members of the Professional Defence Fund Committee. They are: Armand Larivée, Asbestos, President; Philippe Boily, Jonquière, Vice-president; and Guy Thibodeau, Shawinigan Falls, Secretary-Treasurer.

## Second Annual Convention of Ontario Federation of Labour

**Statement on unemployment demands emergency program to provide jobs this winter, urges "more generous" unemployment insurance benefit and extension of benefit period. David Archer is elected President**

Consideration of ways to offset expected excessive unemployment this winter; discussion of "insidious attacks" on organized labour in Canada; organization of the unorganized; and political action to give Labour a louder voice in the affairs of the country were among major items handled at the second annual convention of the Ontario Federation of Labour at Toronto, October 6, 7 and 8.

Labour's concern over unemployment was voiced in a special two-hour night session of the convention. More than a score of delegates from all parts of Ontario took the floor calling for action in the face of unemployment that threatens to exceed the March 1958 peak, "when 260,000—or 12 per cent—of Ontario workers were registered with the National Employment Service".

There were 694 delegates at the convention, representing 23 labour councils and 342 labour unions. By acclamation, they elected David Archer President of the Federation to succeed Cleve Kidd and returned Douglas Hamilton to the post of Secretary-Treasurer.

In unanimously approving a policy statement on unemployment, the delegates urged the federal Government to provide "more generous benefits under the Unemployment Insurance Act, easier provision for qualifying for benefits and extended periods during which benefits can be paid".

It was suggested the Ontario Government boost the scale of assistance payable under the Unemployment Relief Act, and introduce legislation that would prevent the eviction of jobless householders for non-payment of rent or mortgage payments.

As a long-term cure for the "boom and bust" pattern, organized labour will continue to press for a "nation-wide policy of planned public and private investment," the statement declared.

UAW delegates at the convention took the floor many times to urge that the labour movement itself make more active protests in the form of treks to Queen's Park and Ottawa. The trek to Ottawa by UAW workers in the spring was cited as an example.

### Statement on Unemployment

A statement on unemployment that calls for an emergency program to provide jobs this winter was adopted after a debate lasting more than two hours. The statement declares that, in the longer term, all levels of government must adopt a full employment policy.

The Government is criticized for the "bankruptcy" of its policies "that can neither prevent a recession nor control it," for its urgings for restraint unaccompanied by efforts to control prices, and for its maintenance of a high interest policy.

"The Ontario Federation of Labour continues to be gravely concerned over the impact of unemployment on wage-earners and their families," the statement begins. Business conditions are improving but technological improvements have eliminated a great many jobs in industry, with the result that, except for seasonal changes, the employment situation has not yet shown any significant improvement, it continues.



"When seasonal layoffs are added to the already substantial level of unemployment, we may well find that the jobless totals will exceed those of last winter."

Although organized labour has repeatedly demanded swift and bold action of the senior government, now, as the economy begins to recover from the recession, "we find not only that unemployment is still a major problem but that our governments have made no serious effort to remedy it." The only government intervention has been modest increases in works programs and more liberal provisions for housing loans. Moreover, the federal Government's insistence on maintaining a high interest rate policy has discouraged new investment and has contributed to higher consumer prices.

Then the statement accuses some large employers of choosing this time to launch an anti-labour campaign and, in some cases, to force strikes or lockouts "in order to make Labour the scapegoat for high living costs and unemployment".

Government spokesmen have been urging restraint on the part of Labour and Management but have failed to point out that a rising wage level and increased consumer buying can make a dynamic contribution to economic recovery, the statement says. It is also significant that business or government have made no effort to reduce prices and so eliminate consumer demand.

The Government's concern not to interfere with private business is the cause of great individual hardship among working people, it adds.

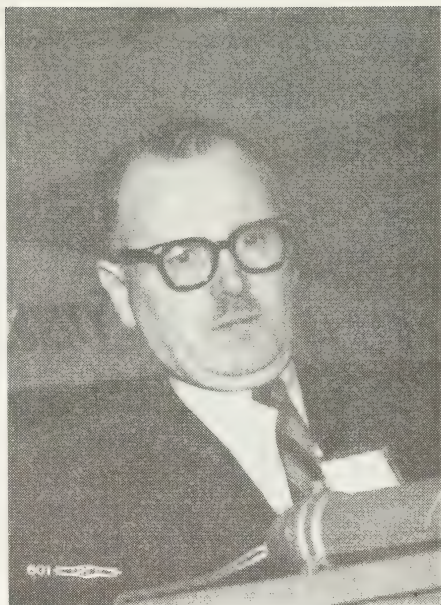
Labour will continue to urge a nationwide policy of planned public and private investment, in order to ensure the orderly development of resources and to eliminate the "boom and bust" pattern, and will continue to demand fiscal and monetary policies whose main purpose will be the attainment of full employment.

"The immediate need, however, is for a stop-gap or 'crash' program to provide jobs for the thousands now out of work and for the thousands more who may be thrown out of work in the coming winter."

Unemployment of the same severity as last winter's would create even greater hardship this year because many workers now have little or no entitlement to unemployment insurance benefits, the statement points out.

To avert hardship, there must be an "unprecedented" flow of federal, provincial and municipal funds into projects that can be started without delay and carried on throughout the winter.

Such a program, which would stimulate activity in many industries, should be



**David Archer**  
New OFL President

backed by direct aid to all other public enterprises that are in a position to provide additional employment, and should be accompanied by a reduction in interest rates on housing loans.

The statement also urged the Ontario Government to increase the scale of assistance under the Unemployment Relief Act, and to introduce legislation to prevent eviction of jobless householders for non-payment of rent or mortgage instalments. The federal Government was urged to raise unemployment insurance benefits, liberalize qualifying provisions, and extend the period during which benefits can be paid.

### **Political Action**

Delegates unanimously adopted a resolution endorsing the political resolution adopted at the second annual convention of the Canadian Labour Congress (L.G., June, p. 589).

The OFL resolution urged all Ontario labour councils and affiliated unions to give renewed emphasis to political action and education programs so that the membership "will have a thorough understanding of our political as well as our economic objectives, and will play their part in the democratic development of the new political as well as our economic objectives, and will play their part in the democratic development of the new political movement to which the Canadian Labour Congress and its affiliates are now committed."



The closing portion of the resolution instructed the OFL executive to "meet with the CCF, interested farm organizations and other like-minded individuals or groups" with the intent of carrying out CLC political policy; and reaffirmed its support for the CCF, and particularly its candidates in the forthcoming provincial election.

### Sweepstakes

After unemployment, the resolution that provoked most comment on the convention floor was the one recommending sweepstakes to pay for hospitals. It was defeated.

The words used by William Benson, Machinists, and Murray Cotterill, Steelworkers, were typical of those from the majority of the delegates in the discussion of the motion. Mr. Benson said most of the revenue from the Irish sweepstakes is eaten up in administrative costs "and yet, the Irish hospitals are far below standards of hospitals in other countries. If you want to gamble, go ahead," he said, "but if you want a good hospital plan you'll have to put the pressure on the Government."

Mr. Cotterill pointed out that there is unquestionably a large number in Canada who buy sweepstakes tickets. But, he thought, they were not purchased for the express purpose of helping hospitals.

To legalize sweepstakes in the name of the hospitals would only be giving a blessing to the numbers racket, he said, and that form of gambling has "done more to hurt the labour movement in the United States than anything else. In too many cases shop stewards were more concerned with making a fast buck than in serving the interests of the workers.

"Most of us gamble at one time or another, but we are not going to suggest that a perfectly proper hospital plan be turned over to a gang of fast-money artists," he concluded.

### President's Address

Retiring President Cleve Kidd outlined the things that the trade union movement should support, and guard against.

The trade union movement is "being faced at this time with the additional responsibilities of fighting off sinister and insidious attacks being made against the trade union movement from many sides," he said, and suggested that the best way to combat such attacks was "with the weapons that the organized labour movement has used so successfully in the past—more organization, more information services, more education..."

He criticized the recent bond conversion as not being in keeping with the Prime Minister's suggestion to the Canadian

Labour Congress that all Canadians should practice restraint at this time. Three months after telling the CLC not to feed inflation he endorsed "a six-billion-dollar bond issue that boosted interest rates 50 per cent to \$100 million a year in interest costs alone—50 per cent higher interest to the coupon clippers. Is this not inflationary?"

Mr. Kidd regretted that the Arrow aircraft was in danger of being "scuttled" without a single constructive alternative being offered to Canadian industry and to Canadian workmen. He protested "this threatened loss of our skilled manpower and the increasing dependence of this country on the United States both for defence and industrial development..."

The time when it was thought that all major issues could be solved across the bargaining table is dead. There is a material third party at every bargaining table—and that party is government. Not a shadow of a third party—but a solid body of a third party that not only dictates the labour laws and how they shall be interpreted, but that also in large measure determines the economic and psychological climate in which the bargaining process operates. It sets the terms of industrial peace or war as surely as it contends with peace or war between nations...

### Speakers

CLC President Claude Jodoin advised the convention to concentrate on organizing the unorganized. "If ever unity was needed in the labour movement, not only to keep what we have, but to continue to go forward, it is now," he said. "There are still far too many unorganized workers in Canada."

Rabbi Abraham L. Feinberg warned delegates that Canadian Labour must ban the import of "the big-shot union racketeer" from the United States if it expects to fend off anti-labour legislation, and reminded them that the future of union labour depends on public opinion. He added:

"If unions accept control by men who exploit their office for personal enrichment, they will forfeit the sympathy of their friends." Canada, he noted, is relatively free of union corruption; but, he warned, "the Becks and Hoffas of U.S. Labour will try to float into Canada on the St. Lawrence Seaway as Cleopatra of old floated down the Nile on a barge to beguile Marc Antony."

There was a clear sign that the worst of the recession was over and "clear signs of a turn upwards," Premier Leslie Frost told the delegates.



—Marcel Ray, Toronto

**The new Executive Board of the Ontario Federation of Labour (CLC)—front row (left to right): Vice-president William Boothroyd, President David Archer, Secretary-Treasurer Douglas Hamilton and Vice-presidents Purdy Churchill and William Punnett. Back row (left to right): Vice-presidents George Watson, Wilfred Ostling, I. M. Dodds, Sam Hughes, Richard Courtney and George Barlow. Another Vice-president, Mike Fenwick, was absent when the picture was taken**

### Other Resolutions

More than 100 resolutions in all were submitted to the convention. Principal matters dealt with, apart from unemployment, criticism being levelled at trade unions, and the sweepstakes question, were:

—Establishment of a salary of \$8,000 per year and expenses for the President. (Formerly the presidency was an unpaid position.)

—Boosting of the per capita tax from 2 cents to 3 cents.

—Recommendations that workmen's compensation and pensions be increased, that the clause in the Ontario Labour Relations Act respecting municipal employees be changed, and that the time limits in the conciliation process be shortened.

Resolutions were adopted calling for the 30-hour work week, better vacations-with-pay legislation, and legislation that would eliminate discrimination in the rental and sale of homes.

Lengthy debate developed over a resolution submitted by Local 299, Hotel and Club Employees' Union, Toronto, urging that the Ontario Government be requested to pass legislation that would permit estab-

lishments selling liquor to stay open until 3 a.m., and allow sale of liquor in hotel rooms. The present closing time of 1 a.m., and the law prohibiting the sale of spirits in hotel rooms, was drastically curtailing employment of its members, the local asserted.

After hearing the various opinions of the delegates, the convention adopted a resolution asking the Ontario Government to institute a closing time of 2 a.m., and to permit the sale of liquor in hotel rooms.

The convention also urged the Ontario Government to enact legislation to establish a minimum wage of \$1.25 an hour; demanded that its own membership spend more on public relations work and publicity with a view to putting Labour's case before the public more frequently and in a better light than heretofore.

Accident prevention legislation of the province was described as ineffective and hobbled by political considerations. The convention urged the establishment of an Ontario Safety Authority with representation from Labour, Management and Government to correct the situation.

Delegates also indicated that they felt a "grave injustice" is being done to those

receiving pensions under Ontario's Workmen's Compensation Act. Unanimous approval was given a resolution asking that the "injustice" be corrected.

Legislation to prevent employers from discriminating against job seekers because of age was urged, after one delegate pointed out that hiring age limits of 35 and under are being imposed by many employers. The convention went on record in favour of amending the Ontario Fair Employment Practices Act to prohibit an employer from dismissing employees because of age unless termination of employment conforms to "an agreed upon" pension plan.

The convention called on the federal Government to amend the National Housing Act to prohibit the use of public money by builders or real estate agents who practice racial or religious discrimination in the sale of NHA-financed homes. It was also proposed that the Ontario Government bring apartment houses and multiple dwelling units of three or more within the scope of the Fair Accommodation Practices Act.

As the convention drew to a close, delegates passed a resolution calling for the Ontario Government to take over the sale and distribution of natural gas in the province.

Following lengthy debate, the delegates agreed that the next convention would be of three days duration, and would be held during the last three months of the year 1959. Subsequent to that the convention will be of one week's duration and will be held every second year, the first one in 1961.

### Elections

David Archer, last year's Executive Secretary of the Federation, was unopposed for election to the presidency to succeed Cleve Kidd, who did not stand for re-election. Douglas Hamilton was returned by acclamation as Secretary-Treasurer.

The convention raised from eight to ten the number of vice presidents. Elected to fill the posts were: Richard Courtney, Auto Workers, 493 votes; Mike Fenwick, Steelworkers, 487; William Boothroyd, Machinists, 463; William Punnett, Rubber Workers, 432; George Barlow, Retail and Wholesale Workers, 430; Wilf Ostling, Pulp and Sulphite, 426; Purdy Churchill, Printing Pressmen, 418; George Watson, Textile Workers, 416; I. M. Dodds, Teamsters, 412; Sam Hughes, Packinghouse Workers, 377. Five others contested the election: A. G. Hearn, William Kitching, C. Kamarousky, Scotty Liness, M. Porcheski.

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## Provincial Labour Federations Hold Annual Conventions

Unemployment, the crisis now facing Labour because of management's stiffened attitude, and the proposed new political party are topics given most attention by delegates to meetings of provincial bodies

### British Columbia Federation of Labour

Unemployment, the employers' alleged attack on Labour, and political action were main topics of discussion at the convention of the British Columbia Federation of Labour (CLC), held October 21 to 25 in Vancouver.

Between 350 and 400 delegates representing 189 unions and nine local labour councils attended.

Other subjects which provoked lively debate were the workings of the provincial Workmen's Compensation Act, government automobile insurance, and the re-admission to the Canadian Labour Congress of unions which have been expelled for being under Communist domination.

The convention approved an eight-point program on unemployment that had been drawn up at a closed all-day session held before the convention started. The program called for:

—Rigid control of immigration unless the demand for labour can absorb new arrivals.

—Provision of low-interest loans by the federal Government for municipal housing, slum-clearance, and other construction projects.

—Starting of a federal public works program in B.C. immediately.

—Early development of Columbia River power by the B.C. Power Commission in co-operation with the federal Government,



and distribution of the power by the Commission so as to attract secondary industry.

—Immediate application by the Province for the unemployment assistance grants now available from Ottawa.

—Establishment of unemployment committees in all unions, and meetings of all unemployed to work through labour councils.

The two other measures designed to increase employment approved by the delegates were two amendments to the Hours of Work Act that will be sought from the provincial Government. One of these changes would establish a maximum 40-hour week instead of the present 44-hour week. The other would forbid "moonlighting" by prohibiting anyone, after working eight hours in any one day or 40 hours in any one week, from working for any other employer.

It was also decided to ask for union control over overtime permits, with such permits to be granted "only in times of utmost emergency".

### **Unemployment Insurance**

Against the advice of their special unemployment insurance committee, the convention voted in favour of asking the federal Government to reinstate all unemployed workers who have been cut off unemployment insurance benefit, and to pay them benefits regardless of eligibility.

This proposal aroused bitter controversy. Harry Anderson, CBRE delegate and chairman of the special committee, termed the resolution "nothing less than sabotage of Labour's hard-won insurance scheme". Another committee member, Vic Forster, IWA, supported him, saying that the removal of all qualifications would turn the plan into "nothing more than a dole". Nevertheless the motion passed by a large majority.

In reply to the question of where the money to support such a system was to come from, Bill Stewart of the Marine Workers and Boilermakers' Union Local 1 said: "From what they're spending on missiles".

Among other recommendations on unemployment insurance suggested by the committee and approved by the delegates was a change in the Act which would authorize payment of benefits to workers who refuse to cross picket lines, provided that the strike was authorized by a legitimate trade union.

### **Anti-union Campaign**

The Federation adopted a seven-point program to counteract what it regards as a nation-wide anti-union campaign being waged by organized employers. The particular object of the program is to forestall

any attempt to introduce restrictive labour legislation at the next session of the B.C. Legislature.

The program included the establishment of a \$26,000 "war chest" to be raised by doubling the present 2-cent per capita tax levied on affiliated unions. The fund was to be used to finance the "counter attack".

The counter attack will include: the co-ordination of union strategy, especially with a view to more effective co-operation in strikes; plans to put Labour's case before the public and to strengthen trade union democracy; organization of labour lobbies, mail campaigns and petitions to fight restrictive legislation; and the canvass of elected representatives to find out their views on restrictive labour legislation.

The publication of a weekly labour newspaper was to be discussed later by the executive, according to an announcement made at the close of the convention by Secretary-Treasurer George Home.

A full-scale investigation of the B.C. Workmen's Compensation Act was urged by J. Edwin Eades, Chairman of the Board, in an address to the delegates. Saying that he considered the present Act outmoded, he stated that the Board "would welcome a proper inquiry, and that is what should be done".

E. E. Boulton, President of the British Columbia Farmers Union, told the convention that Management is trying to drive a "psychological wedge" between farmers and Labour. He said that an attempt is being made to prevent the two "wealth-producing groups" from joining in political action that might result in the election of a worker-farmer government.

He urged the delegates to continue their campaign for a new worker-farmer political arm.

### **Expelled Unions**

The convention refused to support the efforts of some of the delegates to get it to champion the cause of the Communist-dominated unions that have been expelled from the CLC. It did, however, approve a resolution declaring "solidarity with and support of" the members of the Mine-Mill Union who are on strike against International Nickel Co. The resolution also expressed the hope that these workers would accept the CLC's invitation "to again become associated with the legitimate trade union movement in this country".

Demands for reinstatement of the expelled unions came from delegates from the Street Railwaymen's Union, the Marine Workers and Boilermakers, the Pulp and Sulphite Workers, the International Woodworkers, and the Vancouver Firefighters.



—Chas. S. Jones, *Vancouver Daily Province*.

**Delegates to the annual convention of the B.C. Federation of Labour re-elected all their officers. Pictured here, from the left, they are: Secretary George Home, fourth Vice President Pat O'Neal, third Vice President Bob Smeal, second Vice President Victor Midgley, first Vice President Joe Morris, and President Bill Black**

The convention adopted a report of a special committee that declared in favour of the establishment of a plan for automobile insurance by a crown corporation "on the Saskatchewan principle".

By unanimous vote the Federation decided to sue the British Columbia Government over its use of the Civil Defence Act in the Black Ball Ferry dispute. It was reported that in this the Federation will have the full support of the CLC, and that if the case goes to the Supreme Court of Canada the CLC will pay the cost of the action.

If the Government's action went unchallenged the Civil Defence Act could be applied to any labour dispute at any time, Secretary-Treasurer George Home told the delegates. "It is much too dangerous an act for Labour to leave unchallenged," he said.

Member unions of the Federation pledged themselves to raise the \$5,000 estimated to be required for the legal action.

It was decided to intensify the "union buying" campaign and to get the B.C. unions to redouble their efforts in the coming year to make their members more "union label conscious".

Other resolutions approved called for the purchase of the B.C. Electric Company by the Province, pressure to be exerted on the federal Government to get the Canadian National Steamship service restored to the Pacific coast, amendment of the provincial Power Act and Labour Relations Act to guarantee collective bargaining rights to B.C. Power Commission employees, pressure for the recognition of Red China and its admission into the United Nations, and for the CLC to urge Ottawa to work through the United Nations for an end to all atomic and other nuclear tests.

In the election of officers President Bill Black and Secretary-Treasurer George Home won election for a third term by acclamation. Joe Morris, IWA District President, was re-elected first vice president in opposition to W. E. Stewart of the Electrical Workers. Victor Midgley, Victoria Carpenters union, was chosen second vice president without opposition; and Bob Smeal, Canadian Brotherhood of Railway Employees, defeating William Stewart, Marine Workers and Boilermakers, remained third vice president. Pat O'Neal, Pulp, Sulphite and Paper Mill Workers, was re-elected fourth vice president without opposition.



## Manitoba Federation of Labour

A four-point resolution aimed at reducing "the present crisis in unemployment" was adopted by the Manitoba Federation of Labour at its annual convention held in Winnipeg October 17 to 19. The gathering was attended by more than 300 persons.

The resolution called upon the federal and provincial Governments to start a public works program and subsidized low-rental housing projects, to increase trade with all countries and to explore trade possibilities with Communist China, and to enact forthwith a 40-hour work week and press for a 36-hour week.

The resolution said that unemployment is being taken advantage of by "big business" to force unions to reduce their demands, and that "the 'hold the line' policy of the Diefenbaker Government is tantamount to surrender and abdication of responsibility".

Harold Bastable, Railway and Steamship Clerks, opposed the 36-hour week. He said that as a result of short hours union men are holding two jobs. "Some of my own union members work 16 hours a day, eight hours on regular jobs and eight hours in the post office".

A number of delegates objected that the union could not tell a man how many jobs he might hold.

In another resolution the convention wholeheartedly supported "the current strike struggle from coast to coast" and urged organized workers to aid the strikers.

The resolution said that the Canadian Chamber of Commerce, the Canadian Manufacturers' Association and the federal Government had put forward "the false theory" of hold-the-line-on-wages as their answer to the depression. On the contrary the convention asserted that increased purchasing power was one of the most effective weapons against the recession. It also said that wage gains in the last 10 years have lagged far behind the increase in productivity.

In another resolution the Federation was directed to demand a minimum wage of \$1.25 an hour for all sections of Manitoba.

A resolution that urged an amendment to the Workmen's Compensation Act to require an employer held responsible for the original injury of an employee to provide for his maintenance until he was re-employed was sent back to the executive for further study. An amendment to the

Act to include heart and back ailments among the industrial diseases was urged by the convention.

The federation approved a resolution designed to further political action and education. The resolution supported the decision of the Canadian Labour Congress to form a new political party composed of organized labour, the CCF party, and other interested groups.

Secretary-Treasurer Peter McSheffrey, however, said that he was afraid the new national party was heading for a big disappointment, and he urged delegates to get their locals to take part in the movement.

Stanley Knowles, CLC Executive Vice President, said that the national congress hoped to be able to present a full report on the new movement at the 1961 convention.

The rejection of a resolution proposed by Local 254 of the Plumbers and Steamfitters union caused Clint Hornby, business agent of the local, to walk out of the convention. He had told the delegates that the union would withdraw affiliation with the Federation if they voted against the resolution, and after the convention he said that the question of withdrawal would be voted on by the members of the local at their next general meeting. Other locals would probably withdraw from the Federation also, he said.

The resolution read: "That the United Association of Journeymen Plumbers and Steamfitters is recognized as the only organization having complete control of the pipe fitting trade and industry."

Joseph James, Federation President, who described Mr. Hornby's words as "a puny threat," suggested that the matter should be referred to the CLC.

The labour movement "has never been so low in public esteem as it now is," Donald MacDonald, Secretary-Treasurer of the CLC, told the convention in his address at the banquet. "Obviously the corruption in unions publicized in the past year has contributed in large measure to the position we now find ourselves in," he said.

This corruption was being used in propaganda against Labour to discredit the huge majority of honest labour unions. But, he said, the "goons, gangsters and racketeers attaching themselves to Labour number only a few hundred persons in a total of about 17,000,000 labour union members across North America."



## Saskatchewan Federation of Labour

Unemployment and labour legislation were among the most important items on the agenda of the three-day annual convention of the Saskatchewan Federation of Labour, held in Moose Jaw October 23-25.

About 200 delegates, and fraternal delegates from Manitoba, Alberta, and Ontario labour organizations attended. Representatives of the Co-Operative Union of Saskatchewan, the Saskatchewan Farmers' Union, and the Saskatchewan Teachers Federation were also present.

Speakers included Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, and Hon. Woodrow S. Lloyd, provincial Minister of Education. The latter was guest speaker at a special United Nations Day banquet.

Labour is being attacked by groups of employers across the country, F. McClelland, President of the Federation, told the delegates at the opening session. He cited the Canadian Manufacturers' Association and the Chamber of Commerce as two groups which were engaged in the attack.

Mr. McClelland said that the "new industrial revolution" brought about by automation has failed to solve economic and social problems in the way that large corporations had predicted it would.

"Where are the great number of highly skilled jobs, where are the lower prices, where are the jobs for everybody?" he asked. He asserted that "the true purpose of this technology in the hands of the large corporations is for nothing less than to cut labour costs, increase profits and beat down trade unions by eliminating jobs."

## Alberta Federation of Labour

The passing of a resolution approving the action of the Canadian Labour Congress in its move to establish a new political movement threatened to split the ranks of the

Alberta Federation of Labour at its annual convention held in Lethbridge October 29 to November 1.

The resolution also urged all AFL affiliates to take an active part in the formation of the proposed new party.

During the two-hour discussion on the resolution, representatives of the Civil Service Association of Alberta, who maintained that they were "working for a government and not a political party," threatened to break away from the Federation if the motion passed. When it did pass they talked of taking legal action against the AFL. "Under the AFL constitution they can't do this," said James Gee, an executive member of the CSAA.

The constitutionality of the resolution was debated at the convention, but objections were overruled.

The delegates passed a resolution to provide for the establishment by the Federation of bursaries for essays on the labour movement and called for efforts by the AFL to have labour education classes established at the University of Alberta.

The convention requested the Alberta Government immediately to set up an unemployment committee, and to include on it a representative of Labour.

Gordon Cushing, Assistant Deputy Minister of the federal Department of Labour, addressed the 252 delegates.

In the election of officers, David L. Erickson, Edmonton, was re-elected President, and Jack Hampson, Edmonton, was re-elected Secretary-Treasurer, both without opposition. Frank C. Bodie, Calgary, was re-elected First Vice-President; William Gray, Edmonton, Second Vice-President. Roy Jamha, Edmonton, was chosen Third Vice-President. Regional vice-presidents elected were: Lindsey King, Henry Tomaschuk, Pat Lenihan, John Hannigan, Leo Lancaster and L. M. Messmer.

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## Unemployment in U.K. Highest Since May 1952

The number of unemployed in the United Kingdom had risen to 514,000 by mid-October, the British Ministry of Labour reported last month.

The unemployment figure, 38,000 higher than at mid-September, was the highest since May 1952. It represented 2.3 per cent of the working population. This percentage has been exceeded only once, in May 1952, since before the war.

Of the total unemployed, 212,000 had been unemployed for more than eight weeks. This compares with 193,000 in September and 111,000 in October 1957.

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Unemployment in West Germany reached a new postwar low in September. There were 327,560 jobless persons, 37,500 fewer than at the same time the previous year.

# 29th Annual Meeting of the Canadian Chamber of Commerce

Amended policy declaration on employer-employee relations urges the prohibition of closed or union shop agreements, provision for holding of secret strike votes, banning of picketing during unlawful strikes

The 29th annual meeting of the Canadian Chamber of Commerce, held in Montreal October 6, 7 and 8, adopted recommendations urging prohibition of closed or union shop agreements, provision for secret strike votes, and banning of picketing during unlawful strikes. Close to 700 delegates attended.

At the employer-employee relations session of the meeting, delegates heard three speakers describe industrial relations in the United Kingdom, United States and Australia.

A. C. Ashforth, President of the Toronto-Dominion Bank, was elected President of the Chamber for 1958-59.

## Employer-Employee Relations

The employer-employee relations session presented three speakers and three panelists.

Opening the session, Leonard Hynes of Montreal, Chairman of the Labour Relations Committee of the Canadian Chamber of Commerce, pointed out that committees of several provincial Legislatures were studying their provinces' labour laws, and that the federal Minister of Labour had asked for suggestions for amendment of the Industrial Relations and Disputes Investigation Act. It was in order to learn what other countries were doing about this problem that the Chamber invited speakers from the United Kingdom, and United States and Australia. They were: R. A. Banks, Personnel Director, Imperial Chemical Industries Limited, England; Virgil B. Day, Manager of Union Relations, General Electric Company, New York; and Frank S. Collins, senior consultant, P. A. Management Consultants Ltd., Montreal, a recent arrival from Australia.

The three members of the panel were: R. V. Hicks, QC, of Toronto; Edward Benson, Consolidated Mining and Smelting Co. of Canada Limited, Trail, B.C.; and D. M. Camp, Assistant Vice President, The Bell Telephone Company of Canada, Montreal.

### United Kingdom Experience

R. A. Banks of London, England, Personnel Director, Imperial Chemical Industries Limited, spoke on employer-employee relations in the United Kingdom. He emphasized that his remarks were concerned mostly with employers, because that was what he knew most about.

The essential element of the British system of employer-employee relations, he said, was that it was now based on voluntary agreements with practically no support from the law. In the early days of industry it was assumed that "the scales of justice would be evenly weighted between employers and employees, who were both bound by the ordinary laws of contract conspiracy and restraint of trade". Later, when it was agreed that these laws operated unduly harshly on employees, unions and their action were deliberately freed from certain legal restrictions. This freedom still exists, although the strength of organized labour has greatly increased "and the condition of full employment for which all parties and sections of the community now strive has given them added power".

There are those who believe that in these circumstances certain legal restraints should be put upon the unions in order to keep a proper balance of power. This is a reasonable and logical view to take, and conditions might indeed warrant such action.

On the other hand, I believe that it will be very much better if such action can be avoided... Many of the trade union leaders in our country have shown restraint, wisdom and judgment in the use of their undoubted power, and I am not one of those who would introduce legislation to prevent the possible abuse of power until other methods have failed so badly as to show unmistakable evidence of impending disaster.

Mr. Banks said it had been suggested that prolonged and widespread strikes might wreck his country but records showed that in any of the past five years the maximum time lost through strikes was 3.2 million man-hours and the average time loss was less than 2.5 million man-hours. "About

eight times as many man-hours are lost in Britain as a result of industrial injuries and well over a hundred times as many are lost by sickness," he pointed out.

The time loss is not the only damage from strikes—confidence and co-operation go, too—but the record of the past and the forecast for the future did not seem to him to spell impending doom.

Much more debatable is the argument that though strikes may not ruin the country, inflation arising from excessive wage demands will, he said. No one can agree as to the extent to which wage claims are the main cause of inflation; but it can be agreed that rapid inflation is a bad thing and that excessive wage demands can play a part in speeding it.

If this is so, the next question is: Can legislation effectively curb excessive wage demands? "No doubt a national wage policy with means of enforcing it could be drafted but I am pretty sure that it would not be widely acceptable in the present state of affairs... A great deal must lie in the Government's management of the country's economic system, by adroitly using the powers available to them, however difficult it may be, to steer the ship between recession and inflation."

The Government must also determine the basic facts of the situation and explain and demonstrate them to the country's citizens, he went on. The British Government tried to do this by setting up the Council on Prices, Productivity and Incomes, but "unfortunately there was no co-operation between the Government and the trade unions".

Employers have an equally important job to do in the field of elucidation and education. "It is sometimes forgotten that the unions and their officials at all levels ultimately receive their power and authority from their individual members, so that they are the people whose understanding is needed at least as much as that of the union officials, who in any case often understand these matters well enough."

Mr. Banks pointed out that it was of no use to teach the ordinary man or woman abstract economics, or even national economics, because to capture the student's interest in learning the subject must concern him personally. He suggested that elucidation and education should begin with the company in which the man himself works; but even this subject may not interest him much unless he has a closer link with its prosperity than his basic hourly wage gives him.

A wage system with a financial reward closely related to his personal effort goes some way to stimulate his interest in the

economics of the business. But a further step relating his personal reward directly to the prosperity of his employer and, if possible, giving him a financial stake in the business is one that can create active interest in the company's finances, which can then be developed, by careful and persistent work, into an understanding of what makes the company prosper and how Capital and Labour are intimately connected.

Efforts are being made in Britain to educate all ranks of management and workers in the economic problems facing the employers and the country as a whole. "I hope that these efforts, coupled with wise and skilful management of our affairs by the Government, and restraint on the part of trade union leaders, will work towards a sufficient control of inflation to avoid the need for legislation to control the power of the trade unions," he declared.

Mr. Banks distributed to the audience a paper describing the organization and structure of British unions and industry, and the law and practice relating to industrial disputes.

### United States Experience

"The United States and its various political subdivisions have experimented with almost every form of governmental intervention in industrial disputes. We have tried compulsory arbitration, fact finding, seizure of industrial plants, strike vote provisions, as well as mediation and conciliation. We have also had a taste of *ad hoc* presidential intervention at the federal level and gubernatorial and mayoral intervention at the state and local levels.

"The net effect of all this experimentation leads one to conclude that the less intervention there is, of whatever form, the more satisfactory will be the results to employers, employees and to the community at large," said Virgil B. Day, Manager of Union Relations, General Electric Company, in a paper prepared for the employer-employee relations session. The paper, "Governmental Intervention in Labour Dispute Settlement: the United States Experience," was read by Dr. Herbert Northrup of Mr. Day's staff because Mr. Day, involved in negotiations at the time, was unable to be present.

Turning first to mediation and conciliation, Mr. Day said that the main problem with mediation and conciliation is that "there is too much of it".

There is no question but that a mediator can perform a real task in bringing parties seemingly far apart together, or in putting the settlement process back on the track where it has been apparently derailed. Premature intervention in labour disputes on the part of mediators, however, tends to make some union officials more intransigent.



Too often the mediator arrives just as soon as the initial union demands have been rejected. Then extreme political pressure is placed upon the mediator to transform himself into a vehicle for realization of unrealistic union demands.

It is difficult for the mediator to resist such pressure, Mr. Day pointed out, because his job is to obtain a peaceful settlement; he does not have to live with the settlement, nor to be concerned with the character of the settlement.

"Actually, in many cases peaceful settlement with more realistic terms could be achieved more rapidly if the parties did not know that a governmental mediation agency was available for another phase of the bargaining process." Mr. Day thought mediators would be far more useful, and perform a far greater service, if managements refused to permit premature mediation, as is the right of both Management or Labour in the United States.

Turning to strike notices and strike votes, Mr. Day said such notices have been "extremely ineffective" as strike preventives because no actual cooling-off period occurs. Under strike vote legislation, the results have been the same; the union asks for, and receives a bargaining club. "An overwhelming percentage of the employees in an overwhelming percentage of cases invariably vote to strike," he emphasized. The percentage of strikes that actually occur after being authorized is, however, relatively small, he said.

The strike vote becomes a bargaining tactic; but the existence of the vote itself can permit a strike to be called without the employees' having an actual opportunity to vote on the issues themselves. Put another way, the vote is usually taken before bargaining starts, but the authorization permits a strike call even if the results of the bargaining are actually satisfactory to the employees affected.

Here he explained an apparent contradiction between this statement and the experience of his company—on several occasions a significant number of exhortations of their leaders to the contrary—by telling how the company is willing to spend time, energy and talent in communicating with the employees so that they understand the real issues involved. "Strike vote legislation may actually provide a mechanism to increase union bargaining power so long as employers generally shy away from effective presentation of their case to the union electorate."

The U.S. Railway Labor Act is an excellent illustration of how complete governmental intervention severely inhibits collective bargaining without providing

## Officers, 1958-59

A. C. Ashforth, President of the Toronto-Dominion Bank, was elected President of the Canadian Chamber of Commerce at the 1958 annual meeting. He is the first banker to be chosen as the Chamber's chief officer.

Others elected were: W. A. Scammell Case, Executive Vice-President and Secretary-Treasurer, T. McAvity and Sons, Limited, Saint John, N.B., elected First Vice-President; H. G. Love, President of The Voice of the Prairies Limited (Radio Station CFCN), Calgary, named Second Vice-President; and Morgan Reid, Manager of Planning and Public Relations, Simpsons-Sears Ltd., Toronto, chosen Chairman of the Executive Council.

either satisfactory or necessarily effective settlements, Mr. Day then said. He outlined the history of the Act.

The effect of the elaborate procedure of the Railway Labor Act is to make collective bargaining completely perfunctory prior to the emergency board stage, which is probably an "inevitable" development because "it is an easy way out to let someone else make the decision for them". In addition the parties still remain free to act if the Board's recommendation is unsatisfactory.

Because the appointment of fact-finding or emergency boards has not been confined to genuine emergencies, it has become difficult, if not impossible, to rally public opinion behind the settlement, he said.

The attempt to deal with the emergency strike situation through the Taft-Hartley law's provision requiring a 60-day notice for changes in labour-management contracts has resulted in automatic and perfunctory notices, and has probably contributed to the trend towards too early and too much mediation, since the notices are sent to federal and state mediation services. Experience under the Taft-Hartley Act, he added, emphasized what experience under the Railway Labor Act had already demonstrated: fact-finding reports have relatively little effect in mobilizing public sentiment so as to compel settlement of labour disputes unless there is really a grave national emergency affecting the entire country or most of it.

The procedure of the Act calling for a final vote by employees on the employer's last offer is naive, for it is unrealistic to suppose that employees will desert their leaders while bargaining is still going on. Moreover, employees have everything to gain and nothing to lose by rejecting the last offer. They may still accept the last offer later; but they might secure better terms, since the "last offer" may not be the final one.

Turning to *ad hoc* intervention, Mr. Day said such intervention—by the President, governors or mayors—often pressures the

parties into settlements that may be unsatisfactory, uneconomic and difficult to live with. The time to protest, he said, is when such intervention occurs, not when the consequences appear; then it is too late.

Mr. Day concluded by giving some of his company's comments on the permanent panel set up by the U.S. Government, with legislative basis, to handle disputes affecting the American atomic energy program. General Electric was protesting because they were "alarmed" by the fact-finding and recommending powers asserted by the panel, which had no legal basis, and because they feared a spread of this type of interference in day-to-day labour relations. But the comments "pretty well sum up our attitude on government interference in labour disputes," he said.

One of the nine points he quoted was: "We believe that primary reliance in all labour disputes should be placed on genuine collective bargaining in an atmosphere which will encourage and assist the parties to reach their own agreement unimpeded by any extraordinary outside influence, pressures or expectation."

Another expressed favour of a policy of non-intervention by the Government in labour-management disputes, and a belief that such a policy is essential to preserving free and effective collective bargaining.

A third expressed the belief that the preservation of genuine collective bargaining... requires the elimination of any element of compulsory arbitration. "The existence of any high agency with decision-making powers will strongly tend to quickly weaken and eventually destroy genuine collective bargaining."

### Australian Experience

Frank S. Collins of Montreal, an Australian now employed as senior consultant with A. P. Management Consultants Ltd., described industrial relations in Australia.

Most Australian workers, more than 60 per cent of all wage and salary earners, belong to a union, he reported, and "will almost invariably carry out the dictates of the union regardless of how this may hurt their families or themselves". The Australian worker's greatest fear is to be called a "scab".

The high development of trade unionism in Australia is one of the basic facts to be kept in mind, Mr. Collins said. Others are that Australia has a federal government and six state governments, and that the trade union movement has strong political influence.

The speaker then traced the evolution of the Australian system of arbitration and

conciliation, from the enactment of the Commonwealth Conciliation and Arbitration Act in 1904 to the major amendments made to the Act in 1956.

The judicial function concerned with the functioning of the arbitration system are vested in a Commonwealth Industrial Court comprising three judges. The arbitral functions of settling disputes and making awards are vested in a Conciliation Arbitration Commission consisting of presidential members and lay commissioners. The presidential members have equivalent qualifications to judges.

The Commission, which usually comprises two presidential members and one lay commissioner, determines: (a) basic wages (legal minimums), (b) standard hours of work, and (c) long service leave.

Individual commissioners continue to practice conciliation and, if necessary by the failure of the parties to agree, to make awards which are binding on the parties.

A new departure in 1956 was the appointment of conciliators, who have no power to arbitrate unless asked to do so by the parties. If agreement is not reached, the conciliator reports to the commissioner within whose field the matter lies, who then handles the matter as he sees fit. (Commissioners are assigned to a particular industry or group of industries.)

A commissioner is obliged to take the necessary steps to prevent or settle disputes in the industry to which he has been assigned. An employer or union official who foresees a dispute is obliged to notify the commissioner. If the parties reach agreement in negotiations, the commissioner can certify the agreement, which then becomes an award binding on the parties. If they fail to reach agreement, the commissioner has the power to make awards.

"The system appears to be producing good results," Mr. Collins said, "although it must be remembered that the industrial climate has been relatively peaceful over the past two years."

He emphasized that the purpose of the Australian legislation was to provide a means of conciliation to parties locked in dispute, and, if conciliation fails, to provide for arbitration with binding awards.

He also pointed out that acceptance of the benefits and obligations of the arbitration system is not compulsory; the awards are binding only on organizations registered under the appropriate acts. Organizations are free to decide whether to register or not.

Another common misapprehension is that collective bargaining is not possible in Australia. Unregistered organizations can only proceed by bargaining, while many registered bodies proceed by direct negotiation as far as possible but use the courts to deal with unsettled matters and give legality to agreements by incorporating them in awards.

There appears to be a tendency, Mr. Collins said, for the more powerful unions to favour direct negotiations but the weaker unions rely exclusively on arbitration.

The fact that the great majority of organizations favour the use of arbitration is probably the best answer that can be given to critics of the system, he said. In spite of many criticisms, the system is more firmly entrenched than ever before.

"Compulsory arbitration is a plank in the platform of all the major political parties in Australia."

Mr. Collins spoke briefly about strikes in Australia, remarking that their incidence is falling despite a great increase in the labour force.

The Industrial Court frequently withholds its power to impose penalties against unions

for strike action in defiance of the Court's orders; thus strikes occur that, technically, are not possible. But lockouts are regarded by the community at large as being "most anti-social" and managements are not prepared to resort to this method of settling disputes, Mr. Collins said.

Although organized labour seems to have the best of two worlds, this is not so because the unions have been disciplined into realizing that it is not enough to demand more money every year and to strike if they do not get it; "they must build up a case acceptable to the learned gentlemen, proving not only that they need more money but also that industry can afford to pay.

"I think that I would be sorry to see the system go," he concluded.

## Other Speakers

### President's Address

"When management and union leaders cannot reach an agreement, and disregard their community responsibilities, it is right and just that our governments provide adequate legal machinery to protect the rights of the employee, the employer and the public," said Ralph C. Pybus, outgoing President of the Chamber, in his address to the annual meeting.

This was his personal belief, he stressed, pointing out that there was yet no general agreement in the Chamber of Commerce as to the need and value of binding arbitration.

He explained that in saying this he was thinking in terms of "permanent, specialized industrial boards with qualified advisors to assist the presiding judge".

Later he agreed that good industrial relations cannot be created by legislation but, he said, it is recognized that some legislation is needed in this field to meet changing conditions.

Earlier in his address he denied that business leaders were planning to break unions. In his travels across the country, he said, he had found "a genuine desire and a belief that our labour unions will remain with us and, accepting a fair share of the responsibilities, still become a strong bulwark of our democracy".

He did find, however, "growing, deep apprehension as to where a small but dominant and strong union leadership" may lead the country.

So long as business leaders and the leaders of organized labour fail to come to agreement on basic economic principles and on our common need, then the strike and the discord which plagues the relations between manage-

ment and union leaders at the expense of the economic welfare of the whole country will continue.

After a reference to Canada's trading position, during which he said the country's wealth depends on our capacity to produce and our ability to sell, he urged restraint of "unrealistic" wage demands.

The desire for more is a worthy incentive; but it must be in keeping with the size of the pie, our economic well-being. When wages increase at a faster rate than the increase of productivity, the result is increasing costs and higher consumer prices, showing a loss in the purchasing value of our dollar.

He acknowledged that excessive profits are just as damaging as unrealistic wages and high taxes, but quoted Dominion Bureau of Statistics reports that during the past 10 years average profits had dropped from 3.7 to 3.1 per cent of sales and were still decreasing.

"Efficient production is the key to our continuing prosperity, and our defence against the cost-price squeeze," he went on. This will require, he declared, co-operation between labour leaders and management.

Commenting favourably on the introduction of a Canadian Bill of Rights, Mr. Pybus pointed out, however, that the draft bill did not mention freedom to work, and economic freedom. "I believe there is a widespread and growing demand for freedom to work or, as one may choose, not to work, and that it must not be subject to the dictates of big government, big business or big unions," he declared.

### A. E. Grauer

Speaking during a symposium on freedom, A. E. Grauer, President and Chairman of the British Columbia Power Corporation



Limited, suggested that the duties and responsibilities of unions should be clearly laid down by the law.

"The development of freedom is directly associated with the ability of scientific, professional, business and occupational groups to rise above their limitations, selfish and otherwise," he said, "and to try to understand and do something about the broad problems that threaten both our freedom and our civilization."

This dilemma was pointed up clearly today in the field of trade unionism, he went on. "Unions historically have done great things; but they have now become powerful organizations capable also of great harm, not only to citizens generally but also to their own members."

"One would expect appropriate duties and responsibilities for such organizations

to be clearly laid down by the law—which they are not—as well as their rights and privileges—which are."

Mr. Grauer said he hoped action by trade unions themselves would be such as to keep legislation by governments to a minimum. "In view of the complexity and importance of the trade union situation, however, it is probable that some basic definition of the responsibilities of trade unions will be necessary by statute, as well as some protection for the individual liberties of rank and file members."

Because no type of organization in our society would suffer more from an eclipse of freedom than trade unions, it was very much in their interest to take immediate action to protect and further the cause of freedom, "including the preservation of individual rights within the functional field of organized labour," he declared.

## Policy Declarations

### Employer-Employee Relations

Prohibition of closed and union shop agreements, compulsory registration of unions, provision for requesting secret strike authorization ballots and for ordering strike settlement ballots, and prohibition of picketing when a strike is illegal were urged by the Chamber in its policy declaration on employer-employee relations adopted at the 1958 annual meeting.

The Chamber urged:

—That there should be a prohibition of agreements that deny or terminate employment because of an individual not being or remaining a member of a specified trade union or because of an individual not paying dues to a specified trade union.

—That the Industrial Relations and Disputes Investigation Act be amended to make it mandatory, as a condition of certification, that unions register with the Department of Labour and comply with similar conditions, insofar as reporting is concerned, as companies incorporated under the Companies Act.

—That before a strike takes place the parties have had an opportunity to request a secret strike ballot supervised by an independent party, and in such a case the strike has been authorized by a majority of those employees then actively employed in the bargaining unit.

—That when a strike has been in effect for some specified time, the appropriate Minister of the Crown have discretionary authority to order strike settlement votes by secret ballot on his own initiative or following application by employees, the employer or the bargaining agent concerned to ensure that an employer's offer is impartially placed before the employees, such vote to be conducted by an independent party.

—That there be a prohibition of any picketing when strike action is unlawful.

The Chamber added two new paragraphs to its policy declaration on employer-employee relations. One expressed the belief that judges should continue to be appointed as chairmen of conciliation boards.

The other declared that recourse to the courts should be available for testing the decision of labour relations boards. Judicial review of awards of arbitrators of disputes under collective agreements is also urgently needed, it added.

Furthermore, there should be a procedure for appeal to the courts on matters of law and jurisdiction arising from decisions of labour relations boards and from awards of arbitrators of disputes under collective agreements, the declaration said.

### Other Declarations

The Chamber left unchanged its policy declarations on automation, employment of the older worker, employment of the physically handicapped, and seasonal unemployment.

The declaration on automation states that failure to harness its advantages to improve productivity would prove fatal to the competitive position of many Canadian industries, urges that immediate attention be given to the training of engineers and technicians, and expresses the belief that the utilization of automation will be gradual, so that adequate arrangements can be made for the retraining or redeployment of the work force.

On the employment of the older worker, the Chamber continues to urge employers to recognize the skill and experience of older workers and to consider the suitable employment of this group.

The Chamber declares its belief that the employment of the physically handicapped to the greatest extent possible is socially and economically desirable. "Many jobs do not require the full capacities of an able-bodied person," it says. "If a handicapped person still has the required capabilities, he is not handicapped in that particular job." Employers are urged to continue to co-operate in the placing of the handicapped in suitable jobs; those

employers who have not already done so are urged to investigate the possibilities of employing physically handicapped persons.

The declaration on seasonal employment contains the Chamber's pledge of co-operation in efforts to solve "this national problem". It urges its members to plan their work as far as practicable to give employment during any seasonal unemployment period, and to co-operate with local agencies in the development of plans to combat seasonal unemployment.

## 90th Annual Conference of British Trades Union Congress

Almost 1,000 delegates representing more than eight million members reaffirm opposition to wage restraint and Government's economic policy, confirm belief in nationalization, and call for meeting on disarmament

The 90th annual Trades Union Congress was held at Bournemouth September 1 to 5. The presiding officer was Tom Yates, CBE, Chairman of the General Council.

Delegates numbered 993, representing 185 unions with a total membership of 8,337,325, of which about 1,387,200 are female members. TUC membership in 1958 was about 32,600 greater than a year earlier.

Robert Willis, General Secretary of the London Typographical Society, was elected Chairman of the General Council for the coming year.

In a convention that made few momentous decisions, the delegates unanimously reaffirmed opposition to wage restraint and to the Government's economic policy, and again confirmed their belief in nationalization.

The Congress called for efforts to bring heads of governments together to secure agreement on stopping the testing and manufacture of nuclear weapons and on disarmament. But it rejected a resolution urging that Britain halt the development of such weapons and their stockpiling for use from British bases.

A resolution adopted without dissent supported a policy of trade with all nations and a removal of embargoes against the Soviet Union and Red China.

### Chairman's Address

Communists, unofficial strikers, employers who do not understand what consultation means, unsympathetic critics of unions, and the British Government were censured by Tom Yates, TUC Chairman, in his presi-

dential address to the congress. Mr. Yates, who is General Secretary of the National Union of Seamen, also criticized operators of ships flying "flags of convenience".

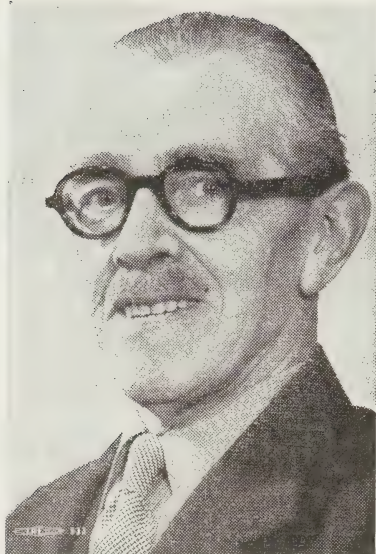
Mr. Yates, who was TUC fraternal delegate to the 1955 convention of the Trades and Labour Congress of Canada, was the first seaman to preside at a Trades Union Congress in its 90-year history.

Communists and unofficial strikers were condemned in the same breath by Mr. Yates.

There are those among us who like to make up their own rules as they go along. When it suits them they ignore the leadership which they have helped to elect and they thrust aside constitutional procedures on which the whole membership has agreed. Through promoting unofficial action they bring the movement into disrepute and sap the strength of the organization to which they give nominal allegiance. All of us condemn breakaway bodies but I can see no moral or practical difference between those who run away from their own trade unions to set up a splinter body and those who strike against the advice of their own organizations.

No one but the Trade Union Movement itself can tackle the question of unofficial stoppages. Only those of us who have faith in democratic procedure with its obligations of solidarity and its respect for elected and responsible leadership can tackle these bad shipmates and discipline them, as they should be disciplined, in accordance with union rules. We know who they are. Some are Communists dedicated to disruption; others are self-styled militants whose minds are so closed that the whole development of collective bargaining has passed them by.

Big unofficial disputes damage more than the good name of trade unionism and the union which they directly affect. They frequently have a material impact far wider than the industry in which they take place.



**Tom Yates**

Often, as my union (Seamen) knows to its cost, they bring hardship to many who want no part in a false quarrel.

After all these years it is a sad commentary on the state of our movement that we should still have to suffer for the activities of those whose fitness to be trade unionists is clearly open to doubt every time they take and prolong unofficial action.

It was only a little less disturbing that unions should still have to turn to the strike weapon at all, he continued. There should never be a situation where a deadlock has to turn into a lockout or a withdrawal of labour.

He made it clear, however, that it was unthinkable that unions should ever give up the right to strike.

Just before this Mr. Yates warned against the use of trade union strength for the purpose of political coercion. "As trade unionists we may always have special interest to advance; but in doing so we have no special rights that exceed those we all have as citizens."

The TUC Chairman then criticized recent actions of employers and the Government. "If unions are expected to negotiate," he said, "then it must be made possible for them to do so. Collective bargaining will never function effectively without the sincere concern of employers that it shall, and the determination of government to provide the climate in which it may."

"It is no way to negotiate to say in advance that there will be no wage increase."

As self-governing voluntary bodies it was natural for unions to resent inference by "those who know little of our affairs, who

share no common purpose, and may well want to restrict our activities," he said. "All too often, criticism of trade unionism is neither objective nor informed nor inspired by a wish to help."

"It nonetheless remains an obligation on us all never to do anything that is unworthy of the fine traditions of trade unionism," he pointed out.

It was while referring to technological change that Mr. Yates criticized employers' failure to make use of conciliation. "We have called and called again for early consultation (on the introduction of a new technique); we still have not dented the consciousness of some employers."

The TUC Chairman said it was easy to pass resolutions about peace and to call for campaigns to denounce nuclear weapons; they may help to call attention to the dangers we face. "But when it comes to negotiating, slogans and catch-phrases must never blind us to the stark fact that it is no good throwing away all our nuclear weapons or abandoning essential alliances if we are to leave in the hands of any single power or group of powers a tremendous preponderance of offensive weapons of any kind," he warned.

"Disarmament can only be achieved if it starts with an objective appraisal of the relative strengths of the armed forces in the world today and continues with a measured and comparable reduction of weapons by everyone."

"The relaxation of tension, if it is to mean anything permanent, can only come about by a sustained and painstaking determination on the part of all nations and within the framework of the United Nations."

Mr. Yates began his address by referring to the growth of "flags of convenience". Ships under "bogus flags" had increased by 15 million tons in the last 10 years, he said.

"This is a development that cannot just be shrugged off as a postwar phenomenon which will sort itself out in the long run. It threatens the livelihood of all those who sail in British ships and in the ships of other traditional maritime countries. It threatens also the economic well being of these countries..."

### **General Council's Report**

Opposition to the Government's economic policy is the central theme of the annual report of the TUC General Council.

As a means of regulating the economy, the Council prefers fiscal and direct controls—including control of credit—to monetary controls. On the working of monetary controls, the report expresses the view that, both in Britain and in other industrial



countries, "the emphasis that is being laid upon the desirability of stabilizing prices is endangering the maintenance of high levels of employment and output".

The TUC's economic objectives are listed as: full employment, a rapid rate of economic progress, reasonable stability of prices, and a balance of payments sufficient to meet overseas commitments and provide adequate reserves.

The report also notes that the TUC, in talks with the Government on draft regulations governing protection against radiation risks, has emphasized the need for safety instructors to be fully qualified in the problems raised by radiation, and for the most careful recording of all exposure to radiation.

The TUC has also supported the Government's campaign to improve first aid in factories, urging more medical and nursing supervision in industrial plants and pressing for more operational research and health surveys of dust and fume risks in foundries, the Council reports.

### Economic Policy

Delegates unanimously reaffirmed their opposition to wage restraint and the Government's economic policy.

Alan Birch, chairman of the General Council's economic committee, opened the debate with the charge that the Government had abandoned the principle of full employment, with the result that since the 1957 congress unemployment had grown and industrial relations had worsened.

One resolution, unanimously adopted, condemned the Government for failing to maintain full employment, and insisted on government measures to reverse current trends and to provide alternative employment for those out of work. It also called for an expansionist economic policy and a high level of investment.

Another resolution, also unanimously approved, expressed the TUC's lack of confidence in the approach to national economic problems made by the Council on Prices, Productivity and Incomes (L.G., May, p. 481; Nov., p. 1253) and instructed the General Council to prepare a report on the economic condition of the nation recognizing the need for maintaining full employment and for improving living standards.

Also adopted was a resolution supporting a policy of trade with all nations and the removal of embargoes on trade with the Soviet Union, China and other such countries.

### Robert Willis

The new Chairman of the TUC General Council, and thus leader of Britain's eight and a half million trade unionists, is Robert Willis, General Secretary of the London Typographical Society, one of the smaller unions in the TUC. He has been a member of the Council for 10 years.

He has the reputation of being a vigorous and aggressive trade unionist and in the past has been regarded as something of a rebel. He is considered one of the ablest speakers on the Council.

Born 54 years ago, he joined the London Society of Compositors in 1930 and became General Secretary in 1945. He took a leading part in the Society's amalgamation with the Printing Machine Managers' Trade Society in 1955 that formed the organization of which he is now General Secretary. From 1938 to 1945 he was Secretary of the London Trades Council, and since 1952 its Chairman.

On several occasions he has been an adviser to the British Worker Delegates to International Labour Conferences.

### Nationalization

The TUC has re-affirmed its belief in nationalization. But it failed to adopt three resolutions urging the next Labour government to nationalize specific industries.

The convention adopted a resolution declaring "the urgent necessity for the nationalization of Britain's basic industries with priority for the key sections of the engineering industry and the renationalization of the iron and steel industry and that part of the road transport industry returned to private ownership".

Another resolution adopted expressed concern at the nature of many of the appointments to the boards of nationalized industries. It declared that only those with a belief in the "necessity and value" of nationalized industry should be appointed to boards of nationalized industries.

A resolution calling on the next Labour government to nationalize the whole of the port transport and shipping industry was withdrawn. Another demanding state ownership of the tobacco industry was heavily defeated. And a third calling for the nationalization of the building industry was remitted to the General Council.

Unanimously adopted was a resolution declaring that wages and salaries in nationalized industries and public services must compare favourably with those in industry generally.

Two composite resolutions on nuclear weapons and disarmament were discussed in the same debate.

The first called on the trade union movement, in co-operation with the Labour Party, to press the Government to take the

lead in bringing about the meeting of heads of main governments to secure agreement on stopping the testing and manufacture of nuclear weapons and on disarmament and the maintenance of peace.

The second viewed with concern the danger of continued development of instruments of mass destruction, the stockpiling of nuclear weapons and their constant immediate availability for use by patrolling aircraft. The existence of bases in Britain from which these weapons might be launched, it went on, represents a serious threat to the security of the British people and an obstacle to world peace. The motion called for the redirection of the world's resources towards social and economic betterment, and urged opposition to British manufacture of nuclear weapons and their use from British territory by any other power.

The first resolution was adopted, the second heavily defeated.

Sir Alfred Roberts, chairman of the TUC international committee, speaking for the General Council, recommended support of the first motion, because it was in line with the policy statement, but rejection of the second, because it did not support the policy statement. The motions, far from being complementary, were completely incompatible with each other, he said.

Both the TUC and the Labour Party were agreed on the horrors of nuclear war. "But how is unilateral disarmament going to prevent the dangers falling on us?" he asked.

A resolution that called for drastic curtailment of military expenditure was defeated. It held that such expenditure was largely responsible for inflation, for the curtailment of social services, and postponement of construction of roads, hospitals and schools.

In the debate, Sir Alfred Roberts said that any drastic reduction in the defence program would have a considerable impact on unemployment.

#### **Meeting with WFTU**

By a huge majority, a resolution proposing that the International Confederation of Free Trade Unions and the World Federation of Trade Unions "should meet to consider the possibility of common action" was defeated.

Sir Vincent Tewson, TUC General Secretary, opposed the motion because affiliates of the WFTU were not free to formulate their own decisions. "They are slaves of their own governments," he said, pointing out that the free labour movement formulated its own policies and could "play old Harry" with their governments.

He remarked that such a resolution had been submitted at many past congresses except last year's, presumably because of the events in Hungary. Apparently this year the resolution's sponsors had overlooked "the revulsion of feeling in the movement over the execution of Imre Nagy," he said.

The reactions of the WFTU and the ICFTU to the Hungarian revolution provided an example of their differences in policy.

#### **Racial Clashes**

During the week the TUC was meeting, racial clashes occurred in London and Nottingham. The General Council prepared a statement on the outbreaks, which the delegates approved unanimously.

The statement emphasized that it was the duty of all trade unionists and other responsible citizens to help in preventing recurrences of "such disorderly and dangerous demonstrations". It accused elements that had propagated racial hatred in Britain before the war of "once more fanning the flames of violence".

The statement then called on the authorities to deal with the rioters in an exemplary way and to seek out those inciting the disturbances and act against them "with the full severity of the law".

Trade unionists were urged to strive to ensure that all who live and work in Britain understand the rights and observe the obligations of citizenship. "Here is a field in which joint efforts in local communities can do so much to further tolerance and an appreciation of the difficult problems which are involved," the Council said.

"The trade union movement has been forthright in its condemnation of every manifestation of racial prejudice and discrimination in any part of the world," the statement pointed out.

#### **Radiation Risks**

In any establishment in which radiation hazards exist, the employer should be obliged by law to conform to an effective safety code, declared a resolution that was adopted unanimously. It also requested the TUC General Council to continue its efforts to obtain maximum protection for workers in such plants.

At present an employer using radioactive materials cannot be prosecuted for disregarding safety regulations because there are none, said the mover of the resolution. He suggested that one department of the Government, preferably the Ministry of Labour, should be responsible for all forms of radiation protection, and that a central

records office be established to which "exposure" details of workers changing jobs could be sent.

John Boyd of the Amalgamated Engineering Union, who is Chairman of the National Joint Council of the atomic energy industry, said that although the industry did not operate under regulations, there was a code whose standards were so high that visitors from other countries had expressed surprise at the high safety standards established.

### **Welfare**

The Congress adopted resolutions calling for:

—An increase in retirement and widows' pensions.

—Negotiation by affiliated unions of adequate pensions. Unions should examine critically the existing pension arrangements of their members, with special reference to the need for transferability of pensions, this resolution urged.

—Withdrawal of all charges on doctors' prescriptions and an increase in the government grant to the National Health Service.

—Provisions of sufficient funds for building new hospitals and improving and enlarging existing ones.

### **Joint Strike Fund**

Urging the TUC General Council to consider the possibility of a policy to protect unions from "the offensives of the present Government," a resolution, which was defeated, proposed a levy on union members to establish a "fighting fund" under the Council's control from which strikes "deliberately provoked by governmental policy" could be financed.

Defeat for the motion came after an 82-year-old delegate, J. H. Wigglesworth of the Iron, Steel and Metal Dressers' Trade Society, asked who was to judge whether the Government was the deciding factor in a strike, and reminded the delegates of the existence for the past 59 years of a strike fund to which 40 TUC affiliates still belonged.

### **Co-ordination of Policies**

Without debate, a resolution was adopted asking the General Council to consider how to bring about greater co-ordination of the policies and activities of affiliated unions, and to report to next year's congress.

The resolution expressed grave concern at the failure of the movement fully to apply to recommendations of previous congresses designed to promote closer unity, federation and amalgamation between unions, and pointed to recent examples of action by unions in isolation from other unions directly concerned. (The 1957 congress defeated a resolution aimed at amalgamating the 184 TUC affiliates into 30 large unions (L.G., Oct. 1957, p. 1197).)

The method of co-ordination suggested was to resuscitate and revise the committees of representatives of related industries, which are provided for in the rules and which are set up every year but which never meet.

The mover of the resolution, John Horner, General Secretary of the Fire Brigades Union, pointed out that in recent years wage negotiations have become more and more inter-related, and that decisions in one industry had a close and direct bearing on other industries.

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## **Compulsory Arbitration Ends in UK**

**Government revokes Industrial Disputes Order that created independent tribunal before which either party could take disputes for arbitration and whose awards were legally binding on both parties. TUC protests**

Compulsory arbitration in industrial disputes in Britain is to end on March 1, 1959.

The Minister of Labour and National Service has announced that the Government will revoke the Industrial Disputes Order under which more than 1,000 legally-binding awards on pay and working conditions have been made in the past seven years affecting some 12,000,000 workers.

The Order will not apply in respect of any dispute not reported to the Minister of Labour and National Service before December 10, 1958.

This step does not alter such arrangements for voluntary arbitration as exist in a number of industries like coal mining and the railways. In all, some 10,000,000 workers not covered by the Order remain unaffected. They include employees in the various Government services, with their own highly-developed negotiating machinery, and in industries covered by Wages Councils whose decisions on pay and working conditions, once officially confirmed, have the law behind them.



Another form of voluntary arbitration still available is through the Industrial Court, a permanent tribunal independent of the Government whose decisions are not binding, but both parties must assent before a dispute goes before it. Furthermore, in disputes, the conciliation services of the Ministry of Labour are still available to both sides and the Minister has power, where he so decides, to set up a Court of Inquiry or a Committee of Investigation to find out the facts and report with a view to promoting a settlement. These Courts are regarded as a last resort and are infrequently appointed. Their reports do not bind the parties but must be tabled in Parliament; the ensuring publicity can have a marked effect in the settlement of the dispute.

The independent tribunal that the Industrial Disputes Order created replaced an earlier body, which came into being in 1940 and continued for 11 years. This previous tribunal was part of an emergency arrangement during the Second World War under which strikes and lockouts became illegal and which introduced compulsory arbitration into British industry.

Talks with both the Trades Union Congress and the British Employers' Confederation led to a revision of this wartime Order in 1951. The new Order lifted the ban on strikes and lockouts and modified the arrangements for compulsory arbitration. But the change was not made a law; it remained an administrative measure under the Defence Regulations. For seven years the Industrial Disputes Order has allowed either party to take the other to arbitration without its assent. And the tribunal's award has legally bound both the employers and the workers concerned.

The Order has, however, operated only under certain conditions. First, the party which referred the dispute to the Minister had either to take part "habitually" in the settlement of wages and working conditions or to organize a substantial proportion of the workers or employers in the industry. Secondly, to ensure that available collective bargaining machinery was fully used, the Minister could refer the dispute to the tribunal only after he was satisfied that all other practicable ways of finding a solution had been tried.

Another important feature of the Order has been its offer of an avenue for a trade union or an employers' organization which "habitually" has been a party to settling pay and working conditions, to take an "issue" before the tribunal.

Such an issue could arise when a union reported an employer who was not honouring the recognized wage levels or other conditions of employment in the industry. By an award the tribunal could legally oblige him to do so.

The recent decision to end the Order arose from a Government wish to wind up the Defence Regulations under which it was made.

Asked by the Ministry of Labour for their views on the future of the Order, the TUC said that they would like its provisions embodied in legislation. While the Order was not perfect, it had worked well for seven years and the facilities it provided should not be dismantled. In September the 1958 Congress added its unanimous weight to these views by calling for the appropriate legislation.

The British Employers' Confederation did not agree with the TUC. Their view was that arbitration on the model of the Order should be open only to those industries where both sides agree in advance to contract into it. Such an agreement would, it was thought, put both parties under a moral obligation to honour the findings.

Last January talks at the Ministry of Labour failed to find a bridge between these different opinions. In face of this disagreement between the two sides the Minister had to take his decision.

In deciding to end the Order, the Minister acted on the grounds that it was out of keeping with the voluntary spirit of industrial relations in Britain to use, in normal times, a method by which one or other party could be coerced by law. Further, it had become plain that compulsory arbitration in its present form had features which did not command the support of many employers, and it had been understood at the outset in 1951 that the Order was an experiment to be reviewed at any time.

Protesting the Minister's decision, the TUC declared that, while trade unions always prefer joint agreement through collective bargaining and that while the vast majority of differences between managements and workers about wages were settled in this way, there is at times a need for arbitration; and, in the TUC's view, the Industrial Disputes Tribunal provided a method of arbitration which has given wide satisfaction for a long period, contributing much to industrial peace.

A particular feature of the Minister's decision which drew the fire of the TUC was the loss of machinery to deal with "issues". It said: "The TUC consider there were only minor differences between the

*(Continued on page 1404)*

# Successful Rehabilitation—XIII

Thirteenth in series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

*This is the thirteenth in a series of articles illustrating that community co-operation in the treatment, training, guidance and placement of a disabled person can often enable him to meet all the essential requirements of a job. It was written by A. L. S. Ireton of the Public Relations Branch of the Unemployment Insurance Commission from material supplied by the Commission's Quebec Regional Office.*

Can a person who has undergone electro-shock treatment for severe mental depression be successfully re-employed within a short time after completion of the treatment? Yes—if the re-employment takes place under the proper circumstances and if the person has the benefit of proper guidance.

Here is an example of what can be and has been done in a case of this kind. Joan, 20 years old, completed high school and then attended a commercial school, from which she received a diploma. She went to work as a secretary with a large manufacturing firm; but her real interest was in hospital work. She registered at a general hospital as a student, with the aim of becoming an X-ray technician.

At the end of a year of work and study she was completely exhausted and the victim of severe mental depression. Her physician recommended that she undergo electro-shock therapy. The results of this treatment were so satisfactory that a few months later Joan decided to put her recovery to the test and visited her local National Employment Office.

She informed the general placement officer that she was unemployed following a nervous breakdown. As a result of this information the Special Placement Officer was called in and rehabilitation counselling was begun at once. Joan was still receiving psycho-therapeutic treatment, although the treatments were relatively infrequent. The Special Placement Officer was kept informed of these treatments and the progress that Joan was making.

The Special Placement Officer dissuaded Joan from pursuing her career of hospital work but recommended instead employment in a suitable environment that involved regular hours. This met with the complete approval of her physician.

While Joan could still perform office work she did complain of a certain inability to

concentrate and a lack of mental alertness as a result of the electro-shock therapy. This condition caused her considerable distress but fortunately showed steady improvement.

Joan's problem was further complicated by the fact that her father was an invalid and totally blind. She needed some sort of income to enable her to contribute to the support of her family.

Joan was first referred to part-time employment with a small manufacturer but the earnings were insufficient for her needs. She tried a Civil Service examination for employment as a typist. She passed the examination but no vacancies were immediately available.

While visiting an employer an officer of the National Employment Service was informed of a vacancy for an order clerk in a large departmental postal order office. When the personnel manager, who strangely enough was herself physically handicapped, was informed of Joan's case she agreed at once to interview her. She was impressed with Joan's sincerity, personality and qualifications and hired her immediately.

Joan is now happily and gainfully employed, a result that was achieved by her own determination, wise counselling on the part of the Special Placement Officer, and sympathetic understanding on the part of the employer.

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

## Second Atlantic Region Workshop

More than 80 persons attend five-day conference on rehabilitation  
Construction begins on Rehabilitation Institute of Montreal. For sixth  
year in a row, Montreal holds "Employ the Handicapped Week"

The Second Atlantic Region Workshop on Rehabilitation of Disabled Persons was held on Prince Edward Island in October. More than 80 persons, representing various groups working in rehabilitation in Canada, attended the five-day conference.

Among the speakers who addressed the meeting were: L. T. Hancock, Principal of the Maritime School of Social Work; Dr. Dugald S. Arbuckle, professor at the School of Education, Boston University; and Dr. Gustave Gingras, Medical Director of the University of Montreal School of Rehabilitation and Executive Director of the Rehabilitation Institute of Montreal.

Three consecutive sessions on interviewing and counselling were conducted by Mr. Hancock and three lectures on vocational guidance and counselling were given by Dr. Arbuckle. Dr. Gingras addressed a dinner attended by the Workshop participants and members of Prince Edward Island's medical profession.

Conference delegates took part in two discussions entitled "The Place of the Handicapped in the Labour Force" and "The Employer and the Disabled". A panel discussion, "The Placement of the Handicapped," was also held, with Ian Campbell, National Co-ordinator of Civilian Rehabilitation, acting as moderator.

The Workshop concluded with an open discussion on "More Effective Rehabilitation Services in the Atlantic Provinces". Noel Meilleur, Assistant Co-ordinator of Civilian Rehabilitation, acted as moderator.

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Work at the site of the rehabilitation centre, hospital and headquarters of the Rehabilitation Institute of Montreal has been started.

The new building has been designed to include a six-storey section providing for 111 beds for patients requiring convalescent treatment or hospitalization.

The building will also include a swimming pool and treatment baths, and facilities for physiotherapy, occupational therapy, speech therapy, psychological treatments and other phases of rehabilitation.

At present the Rehabilitation Institute occupies two floors of the Montreal Convalescent Hospital.

Special efforts to interest Montreal employers in hiring handicapped persons were made during the week of October 5 to 11 by the National Employment Service and the Montreal Council for the Guidance of the Handicapped.

George P. Reid, Manager of the Montreal metropolitan NES office, said the aim of the campaign was to convince employers of the fine and varied work that the handicapped can do. A handicap is no barrier to employment as long as the NES can find the type of work they can do, he said.

He reported that some 2,500 disabled persons found jobs last year, but pointed out that this was far from the peak reached in 1956, when 6,000 were placed.

This was the sixth year an "Employ the Handicapped Week" has been held in Montreal. Sixteen other centres in the province held similar campaigns this year.

\* \* \*

### Around the Provinces

Because of the reduction in the incidence of polio, the Canadian Foundation for Poliomyelitis is making its rehabilitation services available to all disabled persons in need of them, the Foundation has announced.

The University of British Columbia's College of Education has opened the first school in Canada for teachers of handicapped children. Prof. J. A. Richardson, former Deputy Director of the Remedial Education Centre at the University of Queensland, Australia, has been appointed to head the new school. The new department is offering three courses, and will co-operate with the University's Faculty of Medicine at the rehabilitation centre at the Vancouver General Hospital.

The Ontario Workmen's Compensation Board Hospital and Rehabilitation Centre at Downsview was officially opened on October 29. The new buildings have been in use since July 1 (L.G., July, p. 715).

W. E. Milton has been appointed Superintendent for the Quebec Division of the Canadian National Institute for the Blind.



## Women's Exhibition in Switzerland

Two-month exhibition devoted to life and activities of Swiss women illustrates her place in her country's economy. Employers and unions co-operate in preparation of largest pavilion, "In Praise of Work"

An exhibition devoted to the life and activities of Swiss women was held in Zurich from July 17 to September 15.

The theme of the exhibition was the place of the Swiss woman in the economy of her country. Exhibits showed her activities and responsibilities in the family as well as in public life, her ideas on her position and her aspirations towards achievement of political rights. The Alliance of Swiss Women's Societies initiated the plan for the exhibition, which was organized by a committee representing all Swiss women's organizations. The chief architect, Mme. Annamarie Hubacher of Zurich, was assisted by 22 other women architects and 22 women designers and commercial artists.

One of the most colourful exhibits was the "House of the Cantons" containing displays revealing the characteristics, indus-

tries, handwork, arts and customs of the 22 Swiss cantons.

"In Praise of Work," the largest pavilion, showed women's many occupations and their importance to the country. Public authorities, employers and trade unions co-operated in the preparation of this section. Showings were given here of a documentary film financed by the Swiss Federation of Trades Unions on Swiss women's vocational and professional work.

Among the other exhibits were "Women and Money," which included a replica of a Swiss bank whose President is a woman; "Parents and Children," "Health and Medical Development," "Beaux Arts," "In Service of the Nation" and "The Ideal Home," as well as exhibits of fashions and food.

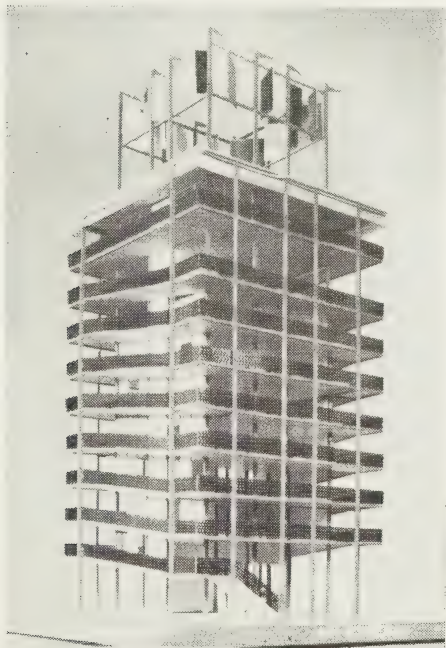
Daily programs of lectures, concerts, films, dances and special entertainments contributed to the liveliness and colour of this unique exhibition.

### Canadian Woman Elected to Executive Of International Bookbinders Union

Mrs. Betty Whittaker, President of Local 28 (Toronto) of the International Brotherhood of Bookbinders, was elected 6th Vice-president of the Brotherhood at this year's convention. She was the only Canadian running for office.

Mrs. Whittaker, a member of Local 28 for more than 12 years, is also Vice-president of the Ontario Federation of Printing Trades Unions and Secretary-Treasurer of the Ontario Bookbinders Council.

Women are at present eligible to run only for the offices of 2nd to 6th Vice-president in the International Brotherhood of Bookbinders. However, a resolution calling for the right of women members to run for the three top offices—President, Secretary-Treasurer and 1st Vice-president—was referred to the executive council by the international convention held in Montreal in July 1958. A report on this resolution will be made at the next convention.



**A model of the nine-storey building built especially for the Swiss Women's Exposition at Zurich this past summer**

## 50 Years Ago This Month

Strict supervision of immigration did much to curtail inconvenience resulting from over-supply of labour in 1908. That autumn, employment outlook was not good but greater activity predicted for spring of 1909

"The strict supervision of immigration by the Dominion Government has done much to curtail the inconvenience resulting from an over-supply of labour," the LABOUR GAZETTE reported in December 1908.

Immigration during the period April to October 1908 fell to 109,575 from 212,024 in the same period of 1907. Immigration from the United Kingdom did not decline as drastically as the total; the British Board of Trade reported that the number of emigrants leaving the United Kingdom for "British North America" during the period January to September 1908 had dropped only to 33,320 from 43,185 in the same period of 1907.

"The closing of navigation and the general cessation of outdoor work usual at this season threw a large number out of employment, and the outlook at many points was for a repetition of the conditions which prevailed last year," the same issue of the LABOUR GAZETTE reported.

It also pointed out that "owing to the comparative lack of activity during the past six months" the workmen affected were less able financially than they had been the year before "to face a period of enforced idleness".

However, the LABOUR GAZETTE predicted "a considerable increase in general activity with the resumption of work in 1909".

The LABOUR GAZETTE printed in full the report of a conciliation board that had been set up in the middle of September to mediate in a dispute between the Canadian Northern Railway Companies and the Brotherhood of Locomotive Engineers. The dispute affected "81 men directly and 261 men indirectly, and related to a question of wages and general conditions of employment". The men were demanding increased wages and "a uniform set of working articles".

The board made a personal inspection of certain conditions on the three railways contained in the Canadian Northern system. As a result of knowledge thus gained it had been able to recommend a number of improvements in the working conditions of the engineers, especially at points where the men "are frequently forced to remain over night and sometimes after a long trip

in most inclement weather". These suggestions were accepted immediately by the company.

The board decided that "the wages paid the engineers were insufficient in comparison with the services performed and compared unfavourably with those paid by other lines". However, in recommending an increased scale of pay it took into account the greater opportunities for promotion on that railway compared with the older roads.

The rates of pay recommended by the board ranged from \$3.10 to \$4.05 per 100 miles or day of 10 hours for senior engineers, and from \$2.75 to \$3.70 for juniors.

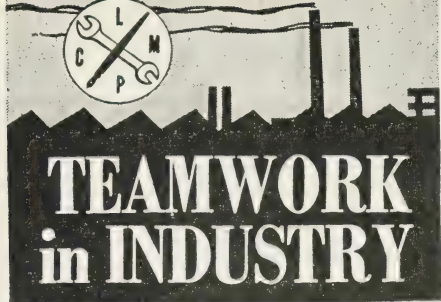
The board's report was accepted by the employees. It was believed at that time that the company's acceptance was being delayed only by the absence in England of D. B. Hanna, Vice President of the Canadian Northern system.

At a meeting in Moncton during November delegates from the various local unions of the International Brotherhood of Railway Employees in the Maritimes and Quebec decided to sever their affiliation with the union and to form "a purely Canadian Brotherhood of Railway Employees with headquarters at Halifax".

A grand council was constituted with A. R. Mosher, of Halifax, as grand president; W. N. Collins of Saint John, N.B., as grand vice president; and M. M. Maclean of Halifax as grand secretary-treasurer. "A general Board of Supervision was also formed," the LABOUR GAZETTE reported. (A. R. Mosher is now an honorary president of the Canadian Labour Congress, M. M. Maclean retired April 30 this year as Assistant Deputy Minister of Labour.)

"The membership of the brotherhood is stated to be in the neighbourhood of 1,000, with local unions at all important stations on the Intercolonial Railway system," the report added.

By an order-in-council dated November 21, 1908, Frederick A. Acland, Secretary of the Department of Labour, was appointed Deputy Minister of Labour to fill the vacancy caused by the resignation of W. L. Mackenzie King (L.G., Oct., p. 1137).



Joint consultation spearheads a broad program of labour-management co-operation at Victory Soya Mills Limited, Toronto.

VSM, a subsidiary of Procter and Gamble of America, recently established its best safety record in 13 years: no lost-time accident in over 12 months. At last report, the figure was 380 accident-free days—and is still climbing.

Vice president R. G. Loftus and George Englefield, President of Local 247 of the International Chemical Workers Union, both attribute this achievement to the excellent working relations among labour and management members of the plant's three principal joint consultation committees: Labour-Management, Supervisors' Safety, and Plant Safety.

A continuing vigilance is needed to ensure that company "no smoking" regulations are obeyed by personnel of outside trucking and steamship lines. This responsibility is delegated to foremen of VSM crews loading and unloading in wharf and warehouse areas. Victory's traffic department also helps by conducting a continuous reminder-by-letter campaign.

Two special features of VSM's safety program are the Unsafe Act Report and the "buddy" system. The essence of the former is speed, because an unsafe act is stopped, criticized and documented on the spot. If a man is performing a job in a way that may harm him, the fellow employee or foreman who discovers it stops him and discusses the hazard. Only when the two parties agree that the act was potentially harmful is a report submitted. The plan provides a "running report" on safe conduct, making it easier to spot the "accident prone" worker.

The "buddy" system arose from the premise that if two new men work together, their accident potential is high. VSM's policy is that each new man should work alongside one experienced man. The "old hand at the game" is thus always present to teach the greenhorn the company's safety standards, and to remind him of the hazards that go with his job.

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Close partnership on plant operations is one of the highlights of labour-management relations at Canadian Refractories Limited, Kilmar, Que.

An employee-management committee, comprising three management representatives and three members appointed from the Magnesite Workers Federal Union, meets once a month to discuss a wide variety of plant problems. At a recent meeting, the committee covered a list of technical topics ranging from the spinning of bosun's chairs for raising and lowering men in silos, through the merits of grease fittings for rack carriers, to the pros and cons of power ventilation.

Company promotion in the field of safety has stimulated the interest and participation of the firm's 175 employees to such a pitch that they can now claim a safety record of more than 1,000,000 hours of work without a single lost-time accident. For two consecutive years, 1956 and 1957, the Kilmar staff has won the safety shield of the Industrial Accident Prevention Associations of the province of Quebec.

L. R. Thomas, Works Manager at Canadian Refractories, has nothing but praise for the spirit of co-operation generated throughout the plant by the Labour-Management Committee's activities; and Gilbert Pearson, President of Local 145 of the MWFU, asserts that the committee is providing an excellent two-way channel of communication between management and employees.

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Stepped-up operational efficiency in the building of dams and power plants, and an improved camp life, accompanied the establishment of labour-management committees at the Ontario Hydro Electric Power Commission's projects at Whitedog Falls and Caribou Falls in Northwestern Ontario.

Although the two projects are considered as one, there were difficulties because Whitedog and Caribou are 15 miles apart. The 1,800 employees involved in the work are located at a number of points over a wide area.

For these reasons the organization of committees at both sites established between labour and management a much needed channel of communication on matters concerning progress of the work. Throughout the building period, support for joint consultation has been supplied enthusiastically by management and by the various trade unions affiliated with the Ontario Hydro Construction Allied Council (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for six days during October. The Board issued eight certificates designating bargaining agents, ordered seven representation votes, and rejected seven applications for certification. The Board also granted one application for revocation of certification and, following requests under Section 61 (2) of Act for review of earlier decisions, issued four amending certificates. During the month the Board received nine applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Company Limited in the area of Whitehorse, Y.T. (L.G., Oct., p. 1140).

2. United Mine Workers of America, District 50, on behalf of a unit of uranium fuel rod fabricators employed by AMF Atomics (Canada) Limited, at Port Hope, Ont. (L.G., Oct., p. 1140).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Airlines Limited, employed at St. Jovite, Montreal, and Val d'Or, Que., Frobisher Bay, Site 41, Great Whale and Fox, N.W.T., and Goose Bay, Labrador. The Wheeler Airlines Limited Employees' Association intervened (see representation votes, below).

4. International Association of Machinists, Automotive Lodge 1857, on behalf of a unit of vehicle maintenance and repair shop employees of Gill Interprovincial Lines Limited employed in its Vancouver Division (L.G., Oct., p. 1140).

5. Canadian Merchant Service Guild, Inc. (Eastern Branch), on behalf of a unit of deck officers employed aboard the MV *George Hindman* by the Hindman Transportation Company Limited, Owen Sound, Ont. (L.G., Nov., p. 1285).

6. Line Drivers, Warehousemen, Pickupmen and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of warehousemen, local and line drivers employed by East-West Transport Ltd., and operating in and out of its terminal at Burnaby, B.C. (L.G., Nov., p. 1285).

7. The Syndicate of Employees of CFGT, on behalf of a unit of employees of Radio Lac St-Jean Limitée employed at Radio Station CFGT, Alma, Que. The National Association of Broadcast Employees and Technicians, intervened (see applications for certification received below).

8. General Truck Drivers' and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited employed in its sub-branch at Chilliwack, B.C. (see applications for certification received, below).

### Representation Votes Ordered

1. United Steelworkers of America, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, and International Union of Mine, Mill and Smelter Workers, intervener (L.G., Sept. p. 980). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield) (see applications for certification rejected, below).

2. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Hull City Transport Limited, Hull, Que.,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

respondent, and The Hull City Transport Employees' Syndicate, intervener (L.G., Sept., p. 980). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: B. H. Hardie) (see applications for certification rejected, below).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, Wheeler Airlines Limited, St. Jovite Station, Que., respondent, and Wheeler Airlines Limited Employees' Association, intervener (L.G., Oct., p. 1140). The Board directed that only the name of the applicant union be placed on the ballot (Returning Officer: C. E. Poirier) (see applications for certification granted, above).

4. Members of bargaining unit employed on *MV Imperial Nambu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., Oct., p. 1141) (Returning Officer: D. S. Tysoe) (see application for revocation of certification granted, below).

5. Seafarers' International Union of North America, Canadian District, applicant, and Northern Transportation Company Limited, Edmonton, Alta., respondent (Western Arctic) (L.G., Sept., p. 980). The Board

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

directed that the vote be taken at the opening of the 1959 navigation season (Returning Officer: D. S. Tysoe).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Husband Transport Limited, London, Ont., (Montreal Terminal) respondent (L.G., Oct., p. 1139) (Returning Officer: C. E. Poirier).

7. Brotherhood of Railroad Trainmen, applicant, The New York Central Railroad Company (Northern District), respondent, and The Railroad Yardmasters of North America, Inc., intervener (yardmasters employed in Canada Southern Division) (L.G., Aug., p. 881). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: T. M. McRae).

### Applications for Certification Rejected

1. Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (Newfoundland District). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (L.G., Oct., p. 1139).

2. United Steelworkers of America, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, and International Union of Mine, Mill and Smelter Workers, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (see representation votes, above).

3. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Hull City Transport Limited, Hull, Que., respondent, and The Hull City Transport Employees' Syndicate, intervener. The application was rejected for the reason that the applicant did not secure the support of a majority of the employees in the voting unit agreed upon as appropriate by the parties (see representation votes, above).

4. International Union of Operating Engineers, Local 115, applicant, and Dawson & Hall Limited, Vancouver, B.C., respondent (Yukon Territory). The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Oct., p. 1139).

5. International Union of Operating Engineers, Local 115, applicant, and John A. MacIsaac Construction Co. Ltd., Whitehorse, Y.T., respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Oct., p. 1140).

6. The Transport and General Workers Union, Local 1050 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, The Newfoundland-Great Lakes Steamships Limited, Botwood, Nfld., respondent, and Longshoremen's Protective Union of Botwood, Nfld., intervener. The application was rejected for the reason that the applicant had no members in good standing within the meaning of the provisions of Section 15 of the Board's Rules of Procedure, having regard to the provisions of the constitution of the applicant union (L.G., Nov., p. 1285).

7. Wheeler Airlines Limited Employees' Association, applicant, Wheeler Airlines Limited, St. Jovite Station, Que., respondent, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, intervener. The application was rejected for the reason that the applicant had no members in good standing in the unit applied for under the provisions of Section 15 of the Board's Rules of Procedure (L.G., Nov., p. 1285) (see also applications for certification granted, above).

### Application for Revocation of Certification Granted

The Board granted an application for revocation of certification, following the taking of a representation vote, affecting members of the bargaining unit employed on *MV Imperial Namu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent (see representation votes, above).

### Requests for Review under Section 61 (2) of Act Granted

International Longshoremen's Association, Independent, applicant, and Eastern Canada Stevedoring Co. Ltd., Terminal Warehouses Limited, Caledon Terminals Limited, and Cullen Stevedoring Company Limited, Toronto, respondents (L.G., Nov., p. 1285). The Board issued amending certificates extending the scope of the bargaining units previously established to include certain additional casual employees.



## Applications for Certification Received

1. The Syndicate of Employees of CFGT, on behalf of a unit of employees of Radio Lac St-Jean Limitée employed at Radio Station CFGT, Alma, Que. (Investigating Officer: R. Trépanier) (see applications for certification granted, above).

2. General Truck Drivers' and Helpers' Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited employed in its sub-branch at Chilliwack, B.C. (Investigating Officer: D. S. Tysoe) (see applications for certification granted, above).

3. International Woodworkers of America, Local 1-71, on behalf of a unit of employees of the Vancouver Tug Boat Co. Ltd., engaged in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (Investigating Officer: G. R. Currie).

4. International Association of Machinists, on behalf of a unit of employees of Canadian Arsenals Limited (Small Arms Division, Long Branch, Ont.) (Investigating Officer: F. J. Ainsborough).

5. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Bicroft Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

6. National Association of Broadcast Employees and Technicians on behalf of a unit of Film Editing Department employees of the Western Ontario Broadcasting Company Limited (CKLW-TV), Windsor, Ont. (Investigating Officer: T. B. McRae).

7. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Nfld. (Investigating Officer: W. L. Taylor).

8. Warehousemen & Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers and helpers employed by H. W. Bacon, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

9. The Nordair Employees' Syndicate, on behalf of a unit of maintenance employees of Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).

## Application for Certification Withdrawn

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Transport Hull Metropolitan Limited, Hull, Que., respondent, and The Hull City Transport Employees' Syndicate, intervener (L.G., Sept., p. 980).

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# Cconciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough).

2. British Columbia Towboat Owners' Association and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Hill the Mover (Canada) Limited, Winnipeg Terminal, and Local 979, General Drivers, Warehousemen and Helpers, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

4. British Columbia Towboat Owners' Association and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

## Settlement by Conciliation Officer

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough) (See above).

## Conciliation Boards Appointed

1. Smith Transport Limited (Maritimes) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (L.G., Oct., p. 1141).

2. Minshull Storage and Van Limited, Halifax, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 980).

## Board Reports Received during Month

1. Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport

Workers, Division 198 (L.G., Oct., p. 1141). The text of the report is reproduced below.

2. Robin Hood Flour Mills, Limited, Calgary, and United Packinghouse Workers of America, Local 326 (L.G., Oct., p. 1141). The text of the report is reproduced below.

### Settlement following Board Procedure

Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., July, p. 761).

## Report of Board in Dispute between

**Canadian Pacific Transport Company Limited, Winnipeg  
and**

**Canadian Brotherhood of Railways Employees and Other  
Transport Workers**

The Conciliation Board appointed by you, consisting of G.P.R. Tallin, QC, Chairman; Harold J. Riley, QC, the Company's nominee; and Alistair Stewart, the Employees' nominee, was duly constituted.

The Board held several sittings, the dates of which are set out in the statement of sittings submitted with this report. The Company was represented by L. Jacobsen, C.P.R. Personnel Officer, Montreal; V. A. Birney, Superintendent of the Company at Winnipeg; and B. Pass and C. E. Aked, both of Winnipeg. The union was represented by W. H. Thompson, Blake Morden, Keith Gorrell, and G. Lanchberry.

The dispute referred to the Board arose out of the failure of the parties to agree upon amendments to be made to the collective agreement between them, effective from April 1, 1956.

### Company's Operation

The nature of the Company's business is described in its written submission to the Board. It consists in the transportation of commodities between certain points in Manitoba and Saskatchewan. It was acquired through purchase by the Canadian Pacific Transport Company Limited in 1948. Its head office is in Winnipeg, from which place

During October, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198, and Canadian Pacific Transport Company Limited, Winnipeg.

The Board was under the chairmanship of Dean G. P. R. Tallin, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, Harold J. Riley, QC, and Alistair Stewart, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced here.

its main line services extend through Brandon and Regina to Saskatoon and Swift Current. Short or peddle line services are provided between Swift Current and East End in Saskatchewan and between Brandon and Portage la Prairie in Manitoba. Maintenance requirements are performed in the Company's garage in Winnipeg. Terminals are maintained at Winnipeg, Brandon, Regina, Swift Current, and Saskatoon. A portion of the traffic is by way of semi-trailer on the highways, the greater part of the remainder by way of trailers on flat cars of the Canadian Pacific Railway—the so-called "piggy-back" service—and a much smaller part by way of boxcars of the Canadian Pacific Railway.

While the total number of employees represented by the union necessarily varies with the volume of traffic handled, it was 87 during March 1958. There were 13 over-the-road drivers, 3 line drivers, 62 warehousemen and pick-up men, 2 mechanics, 1 mechanic's helper, and 6 clerks and stenographers.

On November 18, 1948, the Canadian Brotherhood of Railway Employees and Other Transport Workers was certified as bargaining agent for the employees of the Company, and the first collective agreement was made effective January 1, 1949. The agreement presently in effect became effective April 1, 1956.

The warehousemen, who constitute 71 per cent of the employees represented by the union under the present agreement, receive \$1.25 per hour. Drivers receive 4.9 cents per mile or, if on an hourly rate, \$1.32 per hour, and in addition the great majority, who meet certain prescribed standards, receive what is known as a safe driving and safe handling bonus of four-tenths of a cent per mile. All employees represented by the union also receive, in addition to their wages, the benefit of

participation in the Benefit Plan for Non-operating Employees of Canada Railways, which costs the Company \$4.25 per month per employee, and represents an increase in wage costs estimated by the Company at about 2 per cent per hour worked.

### Course of Negotiations

Under date of January 31, 1958, the representative of the employees gave notice to the Company of their desire to revise the collective agreement. A statement of proposed amendments accompanied the notice. The Company estimates that the annual cost of giving effect to the proposed amendments would be in excess of \$114,000.00. At a meeting between the parties on March 5 the employees' requests were reviewed, and their committee had the opportunity of presenting arguments in support of each proposal. The parties met again on March 25, when the Company pointed out that the wage rates and working conditions of the employees were better than those of the employees of any competitive trucking company in the area of the Company's operations, and for this reason, and because the requests were unrealistic, refused to grant them.

After several further meetings the Company on June 13 indicated that if a reasonable settlement of all other matters in dispute could be obtained, it would make a number of concessions, which may be summarized as follows:

1. Weather, terminal and road delay time for over-the-road drivers to be paid for at the minimum hourly wage rate at the nearest terminal instead of 72 cents per hour, an increase of between 38c. and 43c. per hour.

2. Over-the-road drivers' lay-over at away-from-home terminal after 16 hours to be paid for at 15 cents per hour less than the applicable terminal rate at the away-from-home terminal for a maximum of eight hours in twenty-four, instead of 72 cents per hour, an increase of between 23c. and 43c. per hour. If an employee is required to work while held over at away-from-home terminal he will be paid the applicable terminal rate.

3. One additional statutory holiday, Boxing Day.

4. Participation in the benefit plan of the organized, non-operating employees of Canadian Pacific, to the cost of which employer and employee will each contribute \$4.25 per month per employee.

5. Differential of 5 cents per hour now being paid to terminal employees at Regina and Saskatoon to be paid also to terminal employees at Swift Current.

6. Meal period for terminal and office employees to be not more than one hour instead of not more than 1½ hours, thus providing for nine hours' work in a spread of ten instead of 10½ for terminal employees and for eight hours' work in a spread of nine instead of 9½ for office employees.

7. The Company to pay the cost of laundering overalls of mechanics and mechanics' helpers.

With the understanding that the foregoing improvements would become part of a new agreement, all matters in issue between the parties were disposed of except:

1. Wage rates.
2. Hours of work.
3. Annual vacations.
4. Duration of the agreement.

On the matters remaining in dispute after June 13, the Company proposed at that time that:

1. (a) Wage rates for terminal employees would be increased by 2 per cent on April 1, 1958; by 2 per cent on October 1, 1958; and by a further 2 per cent on April 1, 1959.

- (b) Wage rates for office employees would be increased by 3 per cent on April 1, 1958; by 2 per cent on October 1, 1958; and by a further 2 per cent on April 1, 1959.

- (c) Wage rates for mileage-rated, over-the-road drivers would be increased by the percentages and on the same dates as increases for terminal employees.

(All the percentage increases referred to above were to be percentages of the present wage rates.)

2. No change would be made in hours of work.

3. No change would be made in annual vacations.

4. The duration of the agreement would be two years from April 1, 1958, but would continue thereafter subject to the same provisions for being re-opened as in the current agreement.

The employees' proposals were then as follows:

1. (a) That the per-mile rate for highway drivers be increased by one-tenth of a cent per mile.

- (b) That all road expenses should be paid by the Company.

- (c) That wage rates for line drivers would be increased by 35 cents per hour.

2. That a five-day, forty-hour week be established.

3. That overtime should be paid after eight hours' work in any one day.



4. That provision would be made for one day's vacation after each month's service up to a maximum of two weeks.

As the discussions had failed to produce agreement, the employees applied for conciliation services and a conciliation officer, Mr. J. J. Gunn, was appointed on June 17, 1958.

The parties met jointly with Mr. Gunn on several occasions, and each party met with him separately on a number of occasions, but though each party made certain concessions agreement was not reached on all points.

On the question of annual vacations with pay, the parties tentatively agreed to adopt the formula laid down in the federal Annual Vacations Act.

On the question of hours of work, the employees' request was reduced to nine hours per day, and forty-five hours per week for terminal staff, with daily overtime and to forty hours per week for office workers with daily overtime payable after eight hours. There was no change in the Company's position on this point.

On the question of wages, the employees' request was reduced to 20 cents per hour for all employees other than highway drivers, and for highway drivers was altered to an increase of a cent and one-tenth per mile, with drivers being responsible for their own road expenses, or an increase of one-tenth of a cent per mile with road expenses paid by the Company. After the conciliation officer had proposed an increase of 10 cents per hour, effective April 4, 1958, the Company submitted the following counter-proposal:

Terminal employees and monthly-rated drivers:

Effective April 1, 1958	—\$1.28 per hour
“ October 1, 1958	— 1.32 “ “
“ April 1, 1959	— 1.36 “ “

Over-the-road drivers:

Effective April 1, 1958	—5. cents per mile
“ October 1, 1958	—5.2 “ “ “
“ April 1, 1959	—5.4 “ “ “

(Before the Board, the Company representative stated that the above counter-proposals were put forward only on condition that a satisfactory agreement could be reached on all other points.) The counter-proposals were rejected by the employees.

On the question of duration of contract, the representatives of the employees stated that they were convinced they could prevail upon their national office to approve of an agreement to run for a two-year term from April 1, 1958, if such agreement provided for the wage increases and other terms requested by them.

Finally, as no agreement was reached in the proceedings before him, Mr. Gunn on July 30, 1958 recommended the appointment of a Board of Conciliation, and the present Board was appointed by you on August 5, 1958.

By consent of both parties meetings of the Board with the representatives of the parties did not commence until October 1, 1958, since which date numerous meetings have been held.

In the proceedings before the Board the issues other than that of wages have assumed little importance.

On the question of vacation with pay, both parties have agreed that the vacation clause in any new agreement to be made between them will be re-written to meet the requirements of the Annual Vacations Act.

On the question of hours of work, the employees' demands for a reduction of hours has in effect been dropped, except as it applies to eight office employees of the Company. The Board is of the opinion that this point will not stand in the way of agreement between the parties if agreement can be reached on the question of wages.

The question of duration is closely related to that of wages. Both parties would agree to a two-year agreement if wage provisions were satisfactory.

On the question of wages, neither party has been willing in proceedings before the Board to make any concessions. The employees still adhere to their demand for 20-cents-an-hour increase, and the Company to its original offer before the conciliation officer.

The employees in their brief argue that the Company should pay wages comparable to those paid to employees of the Canadian Pacific Railway Company who perform similar services, or in the alternative at least to the wages paid to the employees of other highway transport companies such as Dench, O.K. Valley, and Island Freight, all of which operate outside the Company's area of operation. Their brief, a copy of which accompanies this report, contains on Page Four a comparison of wages paid by the Company with those paid by the Canadian Pacific Railway Company. They also stressed the increase in the cost of living since the present agreement was signed, but apparently do not consider that when it was signed the parties had in mind to provide for any such increase during the time it would be in effect.

The Company on the other hand argues that wages paid by it should be in line with those paid by other similar transport companies competing with it in this area,

and that with the increases it has offered, and having regard to bonus payments and pension benefits, it will be paying wages appreciably higher than its competitors. Exhibit E of the Company's brief, a copy of which accompanies this report, sets out a comparison of the wages paid by the Company with those paid by competing companies.

### Recommendations

All the members of the Board are prepared to recommend increases in the wage rates set out in the agreement presently in force, but unfortunately can not agree as to the extent of those increases.

Mr. Riley recommends the following increases in wage rates, to be effective from the dates and for the periods specified, namely:

1. Increase in wage rates for terminal employees:

Effective from April 1 to Sept. 30, 1958—2% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—4% of present rates

Effective from April 1, 1959 to March 31, 1960—6% of present rates.

2. Increase in wage rates for office employees:

Effective from April 1 to Sept. 30, 1958—3% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—5% of present rates

Effective from April 1, 1959 to March 31, 1960—7% of present rates.

3. Wage rates for mileage-rated, over-the-road drivers to be increased by the same percentages, from the same dates, and for the same periods, as the increases for terminal employees.

(In none of the above instances are the percentages to be cumulative.)

Mr. Stewart recommends the following increases to be effective from the dates and for the periods specified, namely:

1. Increases for all hourly-paid employees:

Effective from April 1, 1958 to June 30, 1958—10 cents per hour over present rates

Effective from July 1, 1958 to March 31, 1960—20 cents per hour over present rates.

2. Wage rates for all other than hourly-paid employees to be increased in the same proportion, from the same dates, and for the same periods, as in the case of hourly-paid employees.

Unfortunately, the Chairman does not agree with either of the other members of the Board, and recommends the following

increases in wage rates, to be effective from the dates and for the periods specified, namely:

1. Increase in wage rates for terminal employees:

Effective from April 1 to Sept. 30, 1958—5% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—7% of present rates

Effective from April 1, 1959 to March 31, 1960—9% of present rates.

2. Increases in wage rates for office employees:

Effective from April 1 to Sept. 30, 1958—6% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—8% of present rates

Effective from April 1, 1959 to March 31, 1960—10% of present rates.

3. Wage rates for mileage-rated, over-the-road drivers to be increased by the same percentage, from the same dates, and for the same periods as the increases for terminal employees.

(In none of the above instances are the percentages to be cumulative.)

In view of the measure of agreement reached by the parties on points of difference, other than those of wages and the duration of the agreement, the members of the Board are of the opinion that if agreement is finally reached on the two latter issues, the other matters originally in issue will present no appreciable difficulty, and in consequence make no recommendations thereon.

Dated the 16th day of October, A.D. 1958.

All of which is respectfully submitted.

(Sgd.) G. P. R. TALLIN,  
Chairman.

(Sgd.) H. J. RILEY,  
Member.

(Sgd.) ALISTAIR STEWART,  
Member.

### REPORT OF UNION NOMINEE

Not being able to agree with either the report of the Chairman of the Conciliation Board or that of the appointee of the company, I beg to submit my own comments and recommendations in the matter of the above dispute.

The company did not at any time plead inability to pay. The union produced figures purporting to be taken from the company's financial statements for the years 1956 and 1957. The company refused to discuss or comment on the figures.

Accepting the figures as being reasonably accurate, they show operating revenues of the company to be \$1,300,000 in 1956 and \$1,600,000 in 1957. Since the company complained of the downward trend of rates due to competition, its business must be increasing.

About half the operating expenses of the company are accounted for by payments to the Canadian Pacific Railway for piggy-back service. A trucking concern which finds that half its operating costs are due to rail operations could, conceivably, be as much in competition with the railway as with other trucking companies.

During the hearings the company admitted that some of its business came from former customers of the railway. But the company still refused to admit that it was in competition with the railroad. Had it agreed that such competition existed, of course, then the company would have left itself open to having its labour rates compared with those paid for similar work by the railway.

The company did not deny that there was a similarity in certain types of work done by its employees and those of the railroad. As a matter of fact, the work is identical in many cases. Yet the rates of pay for the same work are appreciably different. Railway rates are much higher.

The company said that piggyback service gave it no competitive advantage over other trucking companies. Yet the company stated in its rebuttal "There is ample evidence to suggest that in the very near future piggyback services will be in common use in the trucking industry in this area and will become characteristic of it."

Competitors will use piggyback services only if they see some economic advantage accruing to themselves. They are not likely to do so out of the goodness of their hearts. Therefore it is reasonable to assume that competitors appreciate the competitive advantages which the company now enjoys. The company has had the benefit of these advantages for some time.

The company argued, quite legitimately, that the pattern of wage increases in the area should not be ignored. The examples of wage increases which were submitted showed an average increase of almost 6 per cent per annum. Yet the offer of the company is 6 per cent for a two-year agreement.

Since the last agreement was signed, the cost of living has risen by some 6 per cent. The company's offer, which would bind the union until 1960, would not even cover the increase in the cost of living to the date of this report.

It was stated by the union, and not denied, that the company's wage bill represents about 20% of the company's gross annual costs. In most competitive trucking concerns the percentage of gross costs represented by wages is nearer 50%.

The company stated "Our wage costs must be kept in line with wage costs of our competitors." But there is a difference between wage costs and wage rates. The company argued its case on the basis of local wage rates.

It stands to reason that, with a base rate of \$1.25 an hour, a 20-cent-an-hour increase in wages would mean an additional increase in wage costs to the company of less than 4 per cent of its total costs. A similar increase by competitive concerns would mean an increase in total costs of some 8 per cent. In my opinion such an increase would not adversely affect the company's competitive position.

The company would not entertain any compromise suggestion such as 10 cents an hour retroactive to 1 April 1958 and another 10 cents an hour at a later date. The union had already reduced its demands from 35 cents an hour to 20 cents an hour.

I recommend that all employees receive an increase of 20 cents an hour retroactive to 1 April 1958 in return for a two-year agreement.

All of which is respectfully submitted.

Dated at Winnipeg, Manitoba, this 16th day of October 1958.

(Sgd.) ALISTAIR STEWART,  
Member.

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### Compulsory Arbitration *(Continued from page 1390)*

British Employers' Confederation and themselves on the procedure for obliging all employers in an industry to abide by its jointly-agreed conditions of work. But even in this limited sphere the good tradition of changing industrial relations legisla-

tion with the maximum agreement of two sides has been set aside on this occasion."

Now, the TUC is to make its own study of the problems of arbitration in industry through a special subcommittee which it has set up.



# Report of Board in Dispute between

Robin Hood Flour Mills Limited, Calgary

and

United Packinghouse Workers of America

Pursuant to the provisions of The Industrial Relations and Disputes Investigation Act, the Board of Conciliation and Investigation established to deal with the dispute between the above-named parties and appointed on August 6, 1958, convened to hear representations from the parties to the dispute.

The Members of the Conciliation Board were: Mr. Irwin A. Blackstone, Chairman; Mr. Hugh John Macdonald, MLA, QC, representing the employer; Mr. Robert Scott, representing the union.

Appearing before the Board were:

*For the employer:* Mr. H. V. Milvain, QC, Mr. W. G. Evans.

*For the union:* Mr. J. Hampson, spokesman; Messrs. H. Gerbholtz, J. Vincent and L. J. Saarinen.

After considering the evidence and the briefs submitted the Conciliation Board makes the following unanimous recommendations:

## 1. Duration of Agreement

Two-year agreement from April 12, 1958 to April 11, 1960.

## 2. Wages

A wage increase to be given as follows:

From April 12, 1958 to April 11, 1959—  
9c. per hour, subject to provisions of previous contract as to retroactivity.

From April 12, 1959 to April 11, 1960—  
8½c. per hour.

## *Pay in Lieu of Retroactivity*

A sum in general settlement of retroactivity beyond the period provided in previous contract of \$35.

## 3. Shift Premium

5c. for second shift, 7c. for third shift.

## 4. Vacations

One week at one year; two weeks at two years; three weeks at 15 years.

## 5. Total Contract

Save as herein provided previous contract to prevail except where other amendments have already been agreed to.

Dated at the City of Calgary in the Province of Alberta, this 1st day of October, A.D. 1958.

(Sgd.) IRWIN A. BLACKSTONE,  
Chairman.

(Sgd.) HUGH JOHN MACDONALD,  
Member.

(Sgd.) ROBERT SCOTT,  
Member.

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the United Packinghouse Workers of America, Local 326, and Robin Hood Flour Mills Limited, Calgary.

The Board was under the Chairmanship of Irwin A. Blackstone, Calgary, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Hugh John MacDonald, MLA, QC, and Robert Scott, both of Calgary, nominees of the company and union respectively.

The text of the report is reproduced here.

## NEW YEAR MESSAGES

(Continued from page 1353)

head, leaving Fear astern. My hopes, indeed, sometimes fail; but not oftener than the forebodings of the gloomy. There are, I acknowledge, even in the happiest life, some terrible convulsions, heavy set offs against the opposite page of the account. I have often wondered for what good end the sensations of grief could be intended. All our other passions, within the proper bounds, have an opposite, and the perfec-

tion of the moral character is, not in stoical apathy, so hypocritically vaunted, and so truly too, because impossible, but in just equilibrium of all the passions. I wish the pathologists then would tell us what is the use of grief in the economy, and of what good is the cause, proximate or remote."

These are my sentiments for the past and the future.

## LABOUR LAW

# Legal Decisions Affecting Labour

British Columbia court dissolves injunction against picketing, Quebec court sets aside a writ of prohibition against a certification order

The Court of Appeal of British Columbia, in a case involving the plumbers' union, found that following a legal lockout, where picketing was properly carried on, there were no grounds for continuance of an injunction.

In Quebec, the Court of Queen's Bench (in appeal), in setting aside a writ of prohibition against certification of a union, held that the regulations issued by the Labour Relations Board "to govern the exercise of its powers" cannot restrain or extend the jurisdiction of the Board as provided in the Labour Relations Act.

### British Columbia Court of Appeal . . .

. . . dissolves injunction against picketing by union of plumbers and pipe-fitters after legal lockout

On June 2, 1958, the Court of Appeal of British Columbia dissolved an injunction which prevented the plumbing and pipe-fitting union from picketing.

The circumstances of the case were related by Mr. Justice O'Halloran, who delivered the judgment. Becker Construction Company Limited was the general contractor engaged in construction of the Ocean Towers Ltd. building in Vancouver. The plumbing work had been done by a plumbing contractor, Fred Welsh & Sons Ltd., a member of the National Association of Plumbers, who employed workers belonging to Local 170 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry.

On April 29, 1958, the National Association of Master Plumbers and Heating Contractors, B.C. Branch, notified Local 170 that the master plumbers had instituted lockout proceedings. The result was that the members of Local 170 engaged in construction on the Ocean Towers building could not proceed with their work. Union agents then asked the Becker Construction Company for permission to inspect periodically the plumbing and pipe-fitting work on the building, to be certain that no plumbing and pipe-fitting work was carried out by non-union workers during the lock-

out. When the company refused such permission the union started to picket the building by picketers carrying a sign reading: "Plumbers and Pipe-Fitters Local 170 Locked Out. A.F. of L., C.I.O., C.L.C."

On May 15, 1958, the company obtained an *ex parte* injunction restraining the union from (*inter alia*) picketing the premises of Ocean Towers Ltd. The injunction was obtained on the ground that the other union tradesmen employed in the construction of the building such as electricians, painters and teamsters would not cross the plumbing and pipe-fitting union picket line to continue their work. Hence serious delay and damage would occur in the construction of the building.

The injunction was challenged by the union. However, the Court's order of May 22 refused to dissolve the injunction. The Court held that since no plumbing was being done in the building when the application for the injunction was made, and since the Becker Company had no contract with Fred Welsh & Son Ltd., or any other plumbing contractor, to continue or complete the plumbing, the union had no right to establish or maintain a picket line.

The Court's order refusing to dissolve the injunction was appealed by the union.

The Court of Appeal in a unanimous decision allowed the appeal and set aside the injunction.

Mr. Justice O'Halloran in the reasons for judgment noted that the lockout had been treated by the opposing parties (and quite rightly in his view) as a legal lockout and therefore the union was legally entitled to picket under the Industrial Conciliation and Arbitration Act (now the Labour Relations Act) as interpreted by the Supreme Court of Canada in *Aristocratic Restaurants (1947) Ltd., v. Williams and Morrison (1951)*

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

S.C.R. 762. No submission was made that as regards picketing a legal lockout should be treated differently from a legal strike. There was no evidence of violence, threat or intimidation or other contravention of legal picketing within the meaning of that decision. The words on the picketers' placards did no more than give information that the union employees had been locked out; the conduct of the picketers went no further than that. Following the *Aristocratic* case, as decided in the Supreme Court of Canada, the appellant union legally was entitled to picket.

As to damage, actual and anticipatory, that the company was complaining of, the court thought it was not caused (in the sense of effective cause) by the union or by its picketing. It is true that the company might have suffered substantial damages because other union tradesmen declined to cross the picket line, but that was not caused by the union in question. The damage was caused by other union tradesmen, but they were not parties to this action. Whatever legal action the company might have had under existing law against such persons is outside the scope of the present litigation.

There was no evidence that the union in picketing did so on purpose to cause or inflict damage on the company as a reprisal for the employer's lockout. Nor was there any evidence of a conspiracy between the picketing union and other unions or persons to injure the company in question. The argument that picketing by its very nature contains elements which beget intimidation was not approved by the Supreme Court of Canada in the *Aristocratic* case.

The Court could not agree with the opinion of the judge below that there was no right to establish or maintain a picket line, since no plumbing was being done in the building when the application for injunction was made, and since the company had no contract with Fred Welsh & Son Ltd., or any other plumbing contractor, to continue or complete the plumbing. Whether this company was to continue with the plumbing work or some other plumbing contractor was to be engaged did not affect the defendant union's right to picket. Then Mr. Justice O'Halloran added:

It can hardly be suggested that if a plumbing or other contractor or the association of which he is a member declares a lockout, thus excluding union men previously employed from continuing with the work, that the general contractor can thereupon then enter into a new arrangement or contract with another plumbing contractor and by so doing deprive the union of a right to picket to which they would be entitled if no new plumbing contractor was engaged. The union's

right cannot, it seems to me, be defeated by any such procedure. Whether or not a new contractor is to be engaged or Fred Welsh & Son Ltd. is to be continued, or whether the plumbing work is to be delayed for the time being, does not affect the plaintiff's right to picket; nor does it do so whether there is no contract at all, but merely a day-to-day hiring.

The Court allowed the union's appeal and dissolved the injunction against picketing. *Becker Construction Company Limited v. United Association, etc. of Plumbing and Pipefitting Industry, etc. Local 170, et al*, (1958) 26 WWR, p. 231.

### Quebec Court of Queen's Bench...

... holds Labour Relations Board acted within its jurisdiction in granting certification to union

On May 27, 1958, the Quebec Court of Queen's Bench (in appeal) by a majority decision upheld a judgment of the Superior Court which set aside a writ of prohibition against a certification order of the Quebec Labour Relations Board.

The appeal Court held that the Board acted within its jurisdiction in granting certification to a union which received the required authorization from the employees by a resolution passed at ten different meetings held simultaneously at different places, instead of at a single meeting attended by all the employees concerned.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

The Quebec Labour Relations Board issued to *La Fraternité Union des Charpentiers-Ménisiers d'Amérique, Local 2817, Bûcherons et Employés de Scieries*, a certificate of recognition as a bargaining agent for the employees of the E. B. Eddy Company. The certificate in question was issued upon evidence that 388 employees out of 771 eligible members were members of the union. The resolution authorizing the petition for recognition by the union was not passed at a single meeting attended by all the employees concerned, but at ten different meetings held simultaneously at different places. The company challenged the decision and a writ of prohibition against the Board was issued. On August 24, 1957, the Superior Court set aside this writ of prohibition on the ground that no absence or excess of jurisdiction on the part of the Board had been proved. The company appealed the judgment of the Superior Court, contending that the Board exceeded its jurisdiction or acted without jurisdiction in issuing a certificate of recognition to a union which did not possess the character of good faith required under By-Law No. 1 of the Labour Relations Board.



Mr. Justice Owen in his reasons for judgment quoted from Section 6 of the Labour Relations Act, dealing with petitions for recognition, the following:

The presenting of the petition contemplated in this section must be authorized by a resolution of the association and a copy of such resolution, certified by the signatures of the president and the secretary, must be filed in support thereof.

According to this section of the Act, his Lordship pointed out, the Board on receiving in writing a petition authorized by a resolution of the association, has jurisdiction to inquire and determine whether such association is entitled to be recognized. Section 38 of the Act authorizes the Board to make by-laws governing the exercise of its powers and the procedure to be followed and provides:

The Board may make regulations to govern the exercise of its powers, its internal management, the duties of its staff, the conducting of its sittings, the procedure at its investigations, the form of reports which must be made to it and, generally, the carrying out of this Act.

In virtue of these powers the Board passed By-law No. 1 with respect to recognition of associations, which reads in part as follows:

2. For the purpose of determining the character of good faith of an association, the following conditions shall be complied with: (b) the association shall file with the Board the text of a resolution authorizing the petition as adopted at a regular meeting (in French, *assemblée plénière*) of its members, at which there was quorum and to which the members concerned by the said petition had been convened.

The company contended that the law requires that the resolution authorizing the petition should be adopted at a regular plenary meeting (*assemblée plénière*) of the members of the association, and that the ten meetings (*assemblées partielles*) actually held did not constitute an *assemblée plénière* as required by By-law 1. Therefore, in the company's opinion, the Board acted without jurisdiction or exceeded its jurisdiction in issuing a certificate of recognition on the basis of a petition which was not authorized by resolution adopted in the manner required by law.

In rejecting the company's contentions, Mr. Justice Owen stated that the requirement of adoption of the resolution at a regular meeting is contained not in the Labour Relations Act but in a by-law

passed by the Labour Relations Board. In his opinion the Board cannot, by by-law, validly lessen or increase the jurisdiction established by the statute setting out the powers of the Board. The main problem as to whether the Board has jurisdiction to decide (even erroneously) that the particular resolution met the legal requirements is not affected by consideration as to whether such requirements are to be found in the Act alone or in the Act and the by-laws passed under its authority.

In Mr. Justice Owen's opinion the issue before the Court was whether the authorizing resolution is null and void in substance, in which event the Board would be exceeding its jurisdiction; or whether the resolution is defective in form, from a procedural rather than a substantive point of view, in which event the Board would not be exceeding its jurisdiction in dealing with such a petition. His Lordship maintained that when the Labour Relations Board after considering the petition and the resolution decided that the union was entitled to recognition, the Board also decided (at least by implication) that the resolution in question was valid. In so doing the Board acted within its jurisdiction. Whether this decision was right or wrong was not a matter with which the Court was concerned. He agreed with the trial judge that no want of jurisdiction or excess of jurisdiction on the part of the Board had been proved. He therefore dismissed the company's appeal and confirmed the judgment of the court below.

Mr. Justice Rinfret concurred, but presented separate reasons for judgment.

Mr. Justice Choquette, dissenting, was of the opinion that By-law No. 1 adopted by the Board under the Act "to govern the exercise of its powers," approved by the Lieutenant-Governor in Council and published in the Quebec Official Gazette, has the same binding force upon the Board as the Act itself. Therefore, in his opinion, in failing to abide by the by-law the Board exceeded its jurisdiction, and he would have allowed the appeal.

*The E. B. Eddy Company v. La Commission de Relations Ouvrières de la Province de Québec and La Fraternité Unie des Charpentiers-Menuisiers d'Amérique, Local 2817, Bûcherons et Employés de Scieries*, (1958) B.R. No. 7, p. 542.

# Recent Regulations, Federal and Provincial

First regulations under Canada Annual Vacations Act are issued by federal Government. First apprenticeship regulations for recently designated trade of heavy duty mechanic have been issued in Alberta

First regulations under the Canada Annual Vacations Act set out the requirements for the keeping of records and other details necessary for the administration of the Act.

In Alberta, first regulations for the recently designated heavy duty mechanics trade provide that apprentices must have Grade 9 education or its equivalent.

Other regulations deal with work camps in Alberta and the licensing and inspection of elevators in Nova Scotia.

## FEDERAL

### Canada Annual Vacations Act

Regulations under the federal Annual Vacations Act were approved by P.C. 1958-1320 on September 22 and gazetted on October 8.

The Act, which was passed last winter, went into force on October 1. It makes it obligatory for employers in the federal industries to give their employees a week's vacation with pay after a year's service and two weeks after a second year (L.G., Oct., p. 1159).

The regulations, which may be cited as the "Annual Vacations Regulations," lay down requirements provided for but not spelled out in the Act. In particular, they exempt certain classes of employees from the Act, require employers to give each employee at least two weeks' notice of the date of commencement of his vacation unless otherwise agreed between the employer and the employee, set out the method of determining the cash value of board or lodging, specify the information to be submitted when applying for approval of a calendar year or other year of employment or an alternative vacation arrangement, define the conditions under which a vacation may be waived or postponed, prescribe the records to be kept by employers, and provide for the disposal of vacation pay in cases where an employee cannot be located.

The regulations exempt the following employees from the provisions of the Act: managers, superintendents and other persons of comparable status or higher; professional workers practising under provincial legislation; and salesmen paid in whole or in part by commission, share in profits or bonus who work outside the employer's premises and whose hours are not controlled by him.

The Act provides that an employee's vacation must commence not later than 10 months after the date of entitlement. However, because of the need for adjustment in the first year of operation of the Act, the regulations have modified this requirement to the extent of providing that an employee whose vacation period has expired or is less than six months must be given his vacation not less than six months after the coming into force of the Act (October 1). Vacation pay must be paid at least one day prior to commencement of the vacation in all cases.

Under the Act, entitlement to a vacation is expressed in terms of a "completed year of employment," by which is meant continuous employment with one employer for a period of 12 consecutive months beginning with the day the employee commenced work or any subsequent anniversary thereafter or for a calendar year or other year approved in relation to any federal work, undertaking or business by the Minister of Labour under the regulations. These provide that an application for an approval of a calendar year or other year of employment must be sent to the Director of Industrial Relations, Department of Labour, enclosing the following information: the name and address of the employer, the calendar year or other year for which approval is sought and the reasons for seeking such approval, a statement of present vacation arrangements, and such other information as the Minister may require.

The Minister may approve the application as submitted, or grant conditional approval on such terms as he considers desirable, or he may refuse the application.

As provided in the Act, employees in the federal industries must receive vacation pay equal to 2 per cent of their gross wages if entitled to a one-week vacation and 4 per cent if eligible for a two-week vacation. The Act further provides that gross wages includes vacation pay, overtime and the monetary value of board and lodging. This last has now been defined to mean the amount actually deducted from wages for such services or, in cases where board or lodging or both are received as part of remuneration, the amount agreed upon between the employer and the employee, or, if no such agreement exists, the amount fixed by the Minister.

Recognizing that parties to a collective agreement might wish to continue vacation-with-pay provisions, which, though inferior in some respects, were, on balance, more satisfactory for their purposes than those provided by the legislation, the Act gave the Minister authority to approve alternative vacation arrangements in agreements signed after the coming into force of the Act. To be approved, a written application signed by the authorized representatives of the parties, together with a signed copy of the agreement, must be sent to the Director. The following particulars are to be included: the names and addresses of the parties to the collective agreement, the date on which the agreement was entered into, a statement and explanation of the vacation pay arrangements showing the extent to which these provisions differ from those in the Act, and any other information requested by the Minister.

The Minister may either approve the submission or deny the application. If an alternative vacation plan is approved and later incorporated into a new or revised collective agreement, further approval by the Minister is not required, provided a written notice of the provisions of the plan and its previous approval is sent to the Director.

Vacations may be waived only in exceptional circumstances, the regulations providing that in such cases the Director may permit an employee to waive his vacation following a joint application by the employer and the employee. Notwithstanding such waiver, however, the employer is required to pay the employee the vacation pay to which he is entitled not later than 10 months immediately following the end of a completed year of employment.

A vacation may be postponed if a written agreement between the employer and the employee is filed with the Director. In exceptional circumstances, the Director may also grant permission to postpone an employee's vacation, following a written application by the employer.

The record-keeping provisions are substantially the same as those in most provincial Acts. Every employer is required to record the following particulars in respect of each employee: name and address, date of commencement of employment and place and date of termination, date upon which the employee becomes entitled to a vacation, date of commencement and completion of each annual vacation, total wages for the vacation period, the amount of vacation pay and date of payment, and the amount paid in lieu of a vacation upon termination of employment.

These records are to be retained for at least two years after an employee's services are terminated and must be produced for inspection upon the request of an authorized representative of the Minister. The employer may also be required to verify any entries by statutory declaration or affidavit or furnish additional information where necessary.

Under the Act, an employee with at least 30 days continuous service whose employment is terminated before he has completed a year of employment is entitled to vacation pay for the proportion of the year worked. The regulations provide that in cases where the employee cannot be located, the employer must, not later than six months after the vacation pay became due, forward the amount to the Minister, who will deposit it in the Annual Vacations Pay Suspense Account. If not claimed by the employee within three years from date of receipt by the Minister, the money will become Crown property.

## PROVINCIAL

### Alberta Apprenticeship Act

The first apprenticeship regulations to be issued for the recently designated heavy duty mechanics trade (L.G., Sept., p. 1033) were gazetted on September 30 as Alta. Reg. 245/58. In line with the usual practice, the regulations lay down rules with respect to eligibility, term of apprenticeship, quotas, training of apprentices, certificates of progress, hours and wages, most of which are similar to provisions in other trade rules.

For purposes of these regulations, a heavy duty mechanic means any person, other than a motor vehicle mechanic, who is engaged in the repair, fitting and construction of internal combustion engines or tractors and other mobile equipment used in agriculture and industry.

To be eligible for apprenticeship, an apprentice must have completed Grade 9 or its equivalent. No age requirements are laid down, however.

The term of apprenticeship is four years, including the three-month probationary period. As is customary, time-credits will be given for approved technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two except that an employer who employs a journeyman or who is himself a journeyman is allowed one apprentice. If circumstances warrant it, however, the Local Advisory Committee may recommend the employment of additional apprentices.



Following the practice in other trades, the regulations make it compulsory for apprentices in the heavy duty mechanics trade to attend the prescribed educational classes and require employers to give sufficient instruction and practical training to enable them to develop into skilled journeymen.

As in other trades, an apprentice must pass the prescribed trade tests and examinations and receive a satisfactory report from his employer or trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

During his first year, an apprentice in the heavy duty mechanics trade must be paid not less than 55 per cent of the prevailing journeyman's wage. The rate increases by 10 per cent each year until the fourth year, when the minimum wage payable is 85 per cent of the journeyman's rate. If time-credits are given, corresponding adjustments must be made in the minimum wage.

### **Alberta Gas Protection Act**

A new publication of the Canadian Standards Association entitled "Installation Code for Gas Burning Appliances and Equipment" (B. 149-1958) has just been adopted as a regulation under the Alberta Gas Protection Act, replacing Standards 52 and 54 of the National Fire Protection Association and Standard 58 of the Dominion Board of Insurance Underwriters, which were adopted as interim standards in October 1956.

### **Alberta Public Health Act**

Regulations of the Alberta Board of Health setting out requirements for industrial and work camps (Division 19 of Alta. Reg. 1943/57) have been replaced by new regulations gazetted on September 30 as Alta. Reg. 265/58.

The provisions are substantially the same, the regulations, as before, laying down rules with respect to location of camps, construction standards, lighting, ventilation and heating of buildings, equipment, sanitation and hygiene.

As formerly, the rules apply to all lumber, sawmill, mining, construction and road building camps. Under the new regulations, however, "camp" has been expressly defined as any permanent or temporary tents, buildings or other structures or mobile units maintained by an employer or contractor as living quarters for his employees.

In line with this change in definition, some modification of the requirements is now permitted in mobile units. Wherever a mobile unit is used as a bunk house, the

minimum air space requirement for each occupant may be reduced from 400 cubic feet (the general standard for bunk houses) to 300 cubic feet per occupant, provided the unit operates with a system of mechanical ventilation approved by the Board. In such cases, also two-tier bunks or bedsteads may be used instead of the single tier variety. This provision does not apply immediately to units already in use. After November 1, 1963, however, it will apply to all mobile units.

In other respects the new regulations are stricter than formerly, one difference being that operators must now supply blankets.

New requirements are also laid down with respect to the cleansing and bactericidal treatment of vessels and utensils.

Another new provision states that the operator must report to the local Board of Health all known or suspected cases of communicable disease, including all cases of food infections.

As previously, an operator who intends to operate a camp for a limited time only may apply to the Board for permission to dispense with some of the requirements, in which case the Board may make an inspection, hear representations or take such action as it considers proper. It is no longer necessary, however, to notify the Board of the establishment of a camp.

### **British Columbia Civil Defence Act**

By a proclamation gazetted on October 16, the British Columbia Government declared that an emergency no longer exists in those areas of the province served by Black Ball Ferries Ltd. Another proclamation gazetted the same day stated that the sections of the Civil Defence Act giving the Government emergency powers to deal with the situation were inoperative, effective from November 1. A state of emergency had been declared to exist in those areas by a proclamation of June 23 (L.G., Sept., p. 1033).

### **Nova Scotia Elevators and Lifts Act**

Regulations under the Nova Scotia Elevators and Lifts Act (L.G. 1956, p. 1026), which came into force January 1, 1958, have not previously been reported in this section and are described below.

These regulations contain seven main parts, and are designed to enable the Department of Labour to regulate the operation of elevators, dumb-waiters, escalators, manlifts and incline lifts. The first four parts deal with the licensing of elevating devices, certificates of competency for government inspectors and others, drawings and specifications for elevating devices, and

the registration of contractors. The remaining sections cover the kinds of notices which must be affixed to elevating devices, the conduct of persons and inspection fees.

### **Licences for Elevating Devices**

Part 1 of the regulations deals with the granting, transfer and suspension of licences for elevating devices.

In order to obtain a licence for an elevating device the owner must make application in the prescribed form to the Chief Inspector, appointed under the Act, enclosing the appropriate fee. The Chief Inspector must be satisfied that the elevating device complies with the requirements of the Act and the regulations, and that it will be operated safely. It is provided in the Act that the inspector will, subject to the Act and regulations, apply the CSA Safety Code for Passengers and Freight Elevators.

To transfer a licence, the applicant for transfer must submit an application to the Chief Inspector in the prescribed form and enclose the appropriate fee. The Chief Inspector must be satisfied that the elevating device complies with the requirements of the Act and the regulations and will be operated safely. The Chief Inspector may not transfer a licence for an elevating device while the licence is suspended, where conditions exist that would result in the suspension of a licence, or where the applicant for transfer is in arrears in paying any fee or expense under the Act or regulations.

A licence for an elevating device may be suspended if the Act or the regulations are being violated, a major alteration as defined in the regulations has been commenced, the owner has not complied with a notice or order of an inspector, an insurer has cancelled or rejected the insurance because the elevating device or its operation does not meet the requirements of the Act or the regulations, or a licensee is in arrears for payment of fees or expenses.

When the Chief Inspector suspends a licence he must immediately give the licensee a notice stating the reasons and the date of the suspension; the licensee must also be given a transcript of the regulations relating to the duration and lifting of suspensions. He must then return his licence to the Chief Inspector immediately. A licence continues to be suspended until the Chief Inspector is satisfied that all conditions for which it was suspended have been remedied and he gives a written order discontinuing the suspension. The licensee, upon payment of a fee, is entitled to a true copy of the order discontinuing the suspension; if the suspension is due to a major alteration to an elevating device, and the

owner has complied with the provisions of the Act and the regulations, the copy must be furnished free.

### **Certificates of Competency**

Part 2 of the regulations deals with the qualification and certification of inspectors.

To qualify to be a government inspector the person must prove that he has had adequate training and experience in the design, construction, maintenance or inspection of elevating devices to make him competent to discharge his duties capably. To qualify to make inspections under the Act, a person who is not a government inspector must have the qualifications already mentioned. In addition, he must file with the Minister of Labour a letter from an insurer stating that the insurer has employed him to make inspections, or proposes to do so when he obtains a certificate of competency. The letter must also certify the person's integrity and ability to make inspections and recommend that a certificate of competency be issued to him.

An applicant for a certificate must make application in the prescribed form and, if not a government inspector, pay the stated fee. A certificate of competency is valid during the year for which it is issued and must be renewed annually before December 31.

The Minister may suspend or cancel a certificate of competency if the holder is untrustworthy, wilfully negligent in making an inspection, knowingly falsifies an inspection report or, being a government inspector, has direct or indirect interest in the manufacture, sale, installation or maintenance of elevating devices.

### **Drawings and Specifications**

Part 3 of the regulations provides that the owner of an elevating device must not permit its operation unless the device and all related equipment are so designed and constructed that the safety of persons and freight are ensured.

This part also outlines the procedure for the submission of drawings and specifications for approval of the Chief Inspector when a new installation or a major alteration of an elevating device is proposed.

### **Registration of Contractors**

Part 4 of the regulations requires that contractors who construct, install, alter, repair, maintain, service or test elevating devices must register annually with the Chief Inspector and pay the prescribed fee. A registration is valid until December 31 of the current year, and must be renewed prior to January 1 of each succeeding year.

The Chief Inspector may suspend or cancel a registration if the contractor, or his servant with his approval, has violated or failed to comply with any provision of the Act or the regulations; caused or permitted an elevating device to be overloaded or used in an unsafe condition; performed work, or knowingly permitted any subcontractor to perform work, on or about an elevating device or machine in a manner that impairs its safe operation or endangers the safety of persons or freight, or while his ability is impaired by the use of alcohol or drugs.

### **Notices and Markings**

Part 5 of the regulations provides that the owner of an elevating device must affix a notice in the load-carrying unit or near the bottom landing, depending on the type of elevating device, giving its maximum capacity in number of persons or in pounds, as specified. He must also display a notice, supplied by the Chief Inspector, giving the installation number. The owner of a freight elevator must display a notice stating that only the attendant and freight-handlers may ride on it.

This part also imposes on the owner the obligation of ensuring that an elevating device is not operated in an unsafe condition. It further requires him to maintain the elevating device so that it will not travel beyond, or deviate from, the safe limits of its fixed position or proper line of travel. In addition, it provides that an

elevating device must not be operated unless all required notices are properly affixed.

### **Conduct of Persons**

Part 6 of the regulations requires that no person may conduct himself in or about an elevating device in such a manner as to impair its safe operation or endanger the safety of himself, any other person, or freight. Nor may he remove, displace, interfere with or damage any safety device, unless he is making an inspection under the Act, or is a contractor or competent mechanic making a test or repair.

When a safety device has been removed, interfered with, or damaged, the elevating device may not be operated except for inspection, testing, or repair until it is working properly. The person making the inspection, the contractor, or the mechanic must ensure that the elevating device is not entered or operated for other purposes.

### **Fees and Expenses for Inspections**

Part 7 provides that the fees payable for the inspection of an elevating device, for a certificate of competency as an inspector and for other purposes, are as set out in Table I of the regulations.

If an inspection is made and the condition of the elevating device does not justify recommending the grant, transfer, or discontinuance of suspension of a licence, and the owner requests further inspection, he must pay the prescribed fee for each subsequent inspection.

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## **11 U.S. States Require Reports from Unions**

Laws have been enacted in 11 U.S. States and Hawaii that require unions to file organizational data or financial statements, or both, with a state official, or to make available to members certain financial information, it is reported by the Bureau of Labor Standards, U.S. Department of Labor.

The 11 states are: Alabama, Connecticut, Florida, Kansas, Massachusetts, Minnesota, Oregon, South Dakota, Texas, Utah and Wisconsin.

In most of the jurisdictions the unions are subjected to only one or two of the requirements. Only three of them have all three of them in their laws; four others have two and the remaining five only one.

The earliest of the laws was that of Utah, passed in 1937; the latest is that

of Connecticut, enacted in 1957. No legislation of similar type had been enacted in 1958 up to September.

Some of the acts include provisions relating to other internal activities of the union, such as the method and time of election of union officers or limitations on the amount of fees and dues that may be charged. An analysis of these provisions is not included in the report.

Most of the laws cover all labour unions.

Under some of the laws reports are required on such items as name of union, locations of union offices, names and addresses of local officers, and names and addresses of organizations with which the union is affiliated.

In most cases the financial statement must be verified by an official under oath.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Initial claims for benefit in September were about 13 per cent more than in August and 26 per cent more than a year earlier; registered claimants decline 4 per cent in the month, however, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in September was 157,556, about 13 per cent more than the August total of 139,690; and 26 per cent more than the 124,949 claims recorded a year earlier.

Continuing the downward movement prevailing since last February, claimants for unemployment insurance benefit showed a further decline on September 30 to 282,587, some 4 per cent below the August 29 figure of 294,587. The decline occurred among males only, the number of female claimants having increased slightly. The September total was 25 per cent in excess of the 226,530 claimants shown for September 30, 1957.

Males accounted for 69.5 per cent of the September 30 claimant group, compared with 72 per cent for both August 29 this year and September 30 last year.

Postal claimants constituted 27.4 per cent of the September 30 total, down slightly from 28.8 per cent on August 29 but unchanged from September 30 last year. Males consistently show a higher incidence of postal claims than females, the current ratios being 28.1 and 25.9 per cent, respectively. During the winter season of heavy claim the ratio of postal claimants for males is substantially higher than for females.

In a little over three-quarters of the initial and renewal claims cleared during the month the claimant was considered entitled to benefit. The qualifying ratio was considerably lower for initial than for renewal claims (64 and 94 per cent respectively) due mainly to the different purpose served by the two types of claim. Of the 30,096 initial claims classed "not entitled to benefit",

21,578 or 72 per cent failed the minimum contribution requirements. The failure rate on initial claims was 26 per cent for the month under review, 25 per cent in August and 18 per cent in September 1957.

The average weekly number of beneficiaries was estimated at 224,000 for September, virtually unchanged from August but 35 per cent higher than the estimate of 166,000 for September 1957.

September benefit payments amounted to \$19,900,000, which was 2 per cent more than in August but 44 per cent above the \$13,800,000 payments for one year ago.

Weekly payments averaged \$21.10 for September, \$20.79 for August and \$20.80 for September 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,432,021 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At September 30 employers registered numbered 308,619, an increase of 2,426 since August 31.

### Enforcement Statistics

During September, 5,908 investigations were conducted by enforcement officers across Canada. Of these, 4,053 were spot

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

checks of postal and counter claims to verify the fulfilment of statutory conditions, and 99 were miscellaneous investigations. The remaining 1,756 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 175 cases, 56 against employers and 119 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,028.\*

## Unemployment Insurance Fund

Revenue received in September totalled \$22,780,521.77 compared with \$20,078,081.64 in August and \$21,655,746.82 in September 1957. Benefits paid in September totalled \$19,813,097.35 compared with \$19,459,737.42 in August and \$13,786,969.73 in September 1957. The balance in the fund on September 30 was \$643,876,775.25; on August 31 it was \$640,909,350.83 and on September 30, 1957, \$878,248,621.73.

# Decisions of Umpire under the Unemployment Insurance Act

## Decision CUB-1575, October 3, 1958

**Summary of the Main Facts:** The claimant, married, 62 years of age, filed an initial application for benefit on May 1, 1958. He stated that he had worked as a cylinder pressman for a company that two months earlier had moved to a new location about 10 miles from his home, at a wage of \$2.60 an hour, from November 1955 to April 25, 1958, when he voluntarily left because of the transportation problem and the time spent travelling to his home upon completing his work after midnight, as a result of the company's move.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for the period from April 27, 1958, to May 17, 1958, inclusive, because, in his opinion, he had voluntarily left his employment without just cause within the meaning of section 60(1) of the Act. The insurance officer drew attention to the fact that the reduced disqualification was imposed because of the long distance the claimant was required to travel to and from the said employment.

The claimant appealed to a board of referees, stating that while he realized the insurance officer had "made some allowance" in his case, he felt that under the circumstances he had left his employment with just cause within the meaning of the Act. He explained that early in March 1958, the company had moved its plant; that to travel by streetcar and bus to and from the job took almost four hours a day; that he worked on the night shift, finishing at 12.30 a.m.; that the bus stop was located about one mile from the plant and the last bus departed at 12.45 a.m., which

meant that from the time he left his machine, he had only 15 minutes to walk to the bus stop; that in his opinion this was quite an achievement for a man of his age; that in addition to the foregoing, he had a wife who was an invalid and, therefore, besides doing his regular work he had to perform all the household duties; that he felt he had given the job a fair trial during the seven weeks he had worked in the new location but in view of the long travelling time involved and his home responsibilities, he found the situation more than he could cope with.

The board of referees, after having heard a representative of the claimant's union on June 10, 1958, by a unanimous decision disallowed the appeal on the ground that the claimant should have had some assurance of other work before voluntarily leaving the aforementioned employment. In his testimony before the board, the union's representative said that according to the union's rules the claimant would have to separate from his employment before making application for another job.

The interested union appealed to the Umpire and, in addition to basing the case on substantially the same grounds as those contained in the claimant's appeal to the board of referees, stated that on April 18, 1958, the same date as the claimant had given the employer one week's notice of his intention to quit his job, he had notified the union's office of his action and requested that his name be placed on the union's employment rolls as desiring work; that, according to the by-laws of the union, it is not permissible for a member to negotiate either directly or indirectly with an employer regarding employment in his trade; that a member is subject to

\*These do not necessarily relate to the investigations conducted during this period.

penalty or suspension for violation of this or any other section of the union's constitution and by-laws; that it is virtually impossible for one of its members to change his employment without first leaving his present employment, this being especially so during a period of recession such as that which the trade was experiencing at the time of this occurrence; that the claimant had done everything possible to obtain employment prior to severing his employment with the company; and, finally, that as the claimant was unable to solicit his own employment, it was impossible for him to be certain of other employment before leaving his job with the aforementioned company. The union also thought that the travelling time involved to and from the claimant's work and his domestic responsibilities were such as to justify his action in voluntarily leaving his employment.

**Considerations and Conclusions:** The claimant has failed to show that if he had remained in his employment he would, because of the rules of his union, have lost his right to continue to be a member thereof. Neither has he shown that the rules of his union were any material factor in causing him to leave his employment. Therefore, he cannot plead the benefit of the exceptions set forth in section 61 of the Act and I see no reason to take issue with the decision of the board of referees which confirmed the insurance officer's disqualification, particularly as the claimant, who was employed in a highly specialized, highly paid occupation, has failed to show that before leaving his employment he sought assurance of any kind from anybody with respect to other employment.

Finally, and quite apart from the above reasons, the claimant has failed to show that he had no reasonable alternative but to leave his employment by reason of the re-location of the company's plant some further distance away from his residence. The claimant has not shown, as he might well have, that he had carefully examined the possibilities of moving his residence to a point closer to the plant's new location; nor has he shown that any such move would have entailed considerable inconvenience or undue hardship to the extent that it was not a feasible alternative in his case.

For these several reasons, the claimant must be held to have failed to prove he had just cause for voluntarily leaving his employment and my decision is that he was properly disqualified under section 60(1) of the Act. As the disqualification imposed by the insurance officer was for three weeks only, which would appear to have taken

any extenuating circumstances into account, and as such disqualification was unanimously endorsed by the board of referees, I am not disposed to alter its duration.

The union's appeal is disallowed.

### Decision CUB-1578, October 14, 1958

**Summary of the Main Facts:** On April 8, 1958, the claimant, 28 years of age, who resides in R....., Ont., registered for employment as a dictaphone operator and filed an initial application (postal) for benefit, stating that she had worked as secretary for a company at H....., Ont., from October 1950 to February 28, 1958, when she voluntarily left to get married. She stated also that her husband was employed in T..... and that, because of lack of transportation, she could work in R..... only. Her rate of pay at the time of separation from the aforementioned employment was \$290.00 a month.

On April 18, 1958, the insurance officer notified the claimant that she was disqualified from receipt of benefit as from the effective date of her claim, April 6, 1958, because, in his opinion, she was not available for work in that she had restricted the area in which she would accept employment (section 54(2)(a) of the Act).

The claimant appealed to a board of referees on April 28, 1958, stating, *inter alia*, that the only reason she had left her job in H..... was that she had remarried at the end of March and had to live in R.....; that she was willing and able to work and was at present unemployed; that on filing her claim for benefit she had said she would work in R....., not knowing it was such a small area; that she was now willing to accept employment not only in R..... but in O....., W....., and as far south as the city limits; that she was under the impression it was not compulsory for her to take employment in T....., which would necessitate her travelling a total distance of 40 miles a day and inasmuch as she would have to travel by bus, such employment, taking into account such travel time, would entail an 11- or 12-hour day.

The employment officer subsequently commented that opportunities for employment in the area referred to by the claimant were practically non-existent.

The board of referees which heard the case in T..... on May 23, 1958, by a majority decision disallowed the appeal on the grounds that, because of the restriction the claimant had placed on the area in

(Continued on page 1431)



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts awarded during October

### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 271 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 302 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	110	\$ 487,747.00
Post Office .....	19	274,896.22
R.C.M.P. ....	1	423.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during October

During October the sum of \$13,951.59 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 311 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Manitou Man:* Don Middleton, construction of earthfill dam—Mary Jane Creek. *Near Loreburn Sask:* Evans Construction Co Ltd, construction of access road to construction headquarters, South Saskatchewan River Damsite. *near Hillspring Alta:* Assiniboia Construction Co Ltd, construction of diversion tunnel for Waterton Dam, St. Mary River project.

### Atomic Energy of Canada Limited

*Chalk River Ont:* M Sullivan & Son Ltd, construction of south extension to Bldg 465.

### Central Mortgage and Housing Corporation

*Chatham N B:* Eastern Landscape Co Ltd, site improvement & planting at sewage disposal plant, St Margaret's (DND 6/54). *Oromocto N B:* Key Land Services Ltd, site improvement & planting for 100 housing units (FP 1/56). *Chicoutimi Que:* Dallaire & Fils, \*repairs to stairs (Project 3/49). *Montreal Que:* Canit Construction Ltd, construction of 5 high rise apartment bldgs, central heating plant & distribution system (Phase 1); Alphonse Gratton Inc, construction of 9 apartment blocks & 1 block row housing (Phase 2). *Barriefield Ont:* Raymond C Crowe & Co, site improvement & planting for 19 apartment bldgs (DND 6/53). *Brockville Ont:* Raymond C Crowe & Co, site improvements & planting for 26 housing units (FP 4/57). *Hamilton Ont:* Evans Contracting Co, site improvement & planting for 87 housing units (FP 4/55); Evans Contracting Co, site improvement & planting for 76 housing units (FP 4/55). *Petawawa Ont:* Emmett Clouthier, \*clearing, grubbing & burning. *Stratford Ont:* Carl C Schaum, site improvement & planting for 24 housing units (FP 3/57). *Toronto Ont:* Evans Contracting Co Ltd, site improvement & planting, Regional office bldg; Evans Contracting Co Ltd, site improvement & planting for 6 apartment bldgs, Lawrence Heights. *Windsor Ont:* R F Walsh, \*packing aluminum windows (12/48 & 13/49). *Cold Lake Alta:* May & Son Nurseries, site improvement & planting for 300 housing units (DND 4/55). *Belmont Park B C:* Farmer Construction Ltd, construction of 6 room school (DND 4/57).

### Department of Citizenship and Immigration

*Shubenacadie Indian Agency N S:* W J Christie, plumbing renovations, Shubenacadie Indian day school. *Pointe Bleue Indian Agency Que:* J P Pelletier Inc, installation of water works system, Pointe Bleue Reserve. *Kenora Indian Agency Ont:* Lindstrom & Nilson Ltd, installation of dishwashing unit, Cecilia Jeffrey IRS. *Sault Ste Marie Indian Agency Ont:* Modern Plumbing & Heating, installation of new heating & laundry

boilers, Fort Frances IRS. *Sioux Lookout Indian Agency Ont*: Paul G Wallin, reconstruction of sewage disposal system, McIntosh IRS. *Six Nations Indian Agency Ont*: Anguish & Whitfield Ltd, supply & installation of automatic sprinkler system, Mohawk IRS. *Meadow Lake Indian Agency Sask*: Gullickson & Benson Construction Co, construction of roothouse, Onion Lake IRS. *Blackfoot Indian Agency Alta*: Lundmark Construction Ltd, installation of water supply system & shower, Old Sun IRS. *Blood Indian Agency Alta*: Remington Construction Co Ltd, installation of sewage disposal to lagoon, St Pauls IRS. *Edmonton Indian Agency Alta*: J G Brown & Son, floor covering, Edmonton IRS. *Lesser Slave Lake Indian Agency Alta*: Dandurand & Desaulniers, installation of cupboards & shelving, Wabasca IRS. *Stony-Sarcee Indian Agency Alta*: Industrial Plumbers Ltd, plumbing installation, Morley IRS. *Vancouver Indian Agency B C*: Smith & Peterson Construction Ltd, installation of sewage disposal system, Sechelt IRS. *Stuart Lake Indian Agency B C*: R Patterson, exterior painting, masonry repairs & carpentry work, Lejac IRS. *West Coast Indian Agency B C*: Port Alberni Home Builders Ltd, construction of staff residences, Alberni IRS.

### Defence Construction (1951) Limited

*Torbay Nfld*: Newhool & Morgan Engineering Ltd, construction of transmitter bldg, RCAF Station. *Summerside P E I*: Robb Engineering Works Ltd, supply & erection of structural steel for cantilever hangar, RCAF Station; Forbes & Sloat Ltd, construction of roads, etc, RCAF Station. *Summerside P E I & Greenwood N S*: Richards-Wilcox Canadian Co Ltd, supply & erection of electrically operated hangar doors, RCAF Stations. *Bedford Basin N S*: Frost Steel & Wire Co (Quebec) Ltd, supply & erection of chain link fence, RCN Magazine. *Cornwallis N S*: Cardinal Painting & Decorating Co Ltd, interior painting of P & RT bldg, Naval Base. *Dartmouth N S*: Quemar Co Ltd, construction of masonry bldg, Bedford Basin Magazine. *Greenwood N S*: Robb Engineering Works Ltd, supply & erection of structural steel for cantilever hangar, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, construction of lumber storage bldg, HMC Dockyard; Cameron Contracting Ltd, construction of concrete reservoir with booster pump, etc, Osborne Head; D A Cummings Ltd, re-roofing bldg S 15, HMCS *Stadacona*; McDonald Construction Co Ltd, renewal of exterior siding & other related work on Administration Bldg (Bldg D-34), HMC Dockyard; Standard Construction Co Ltd, construction of leanto bldg D66, HMC Dockyard. *Shelburne N S*: Acadia Construction Ltd, construction of terminal bldg & generator bldg, RCN Station. *Chatham N B*: Cameron Contracting Ltd, construction of standard auxiliary power unit bldg, RCAF Station. *Bagotville Que*: J A Simard, construction of standard auxiliary power unit bldg, RCAF Station. *Longue Pointe Que*: Canit Construction Ltd, construction of dynamometer bldg. *St Hubert Que*: Rapid Construction Ltee, construction of standard auxiliary power unit bldg, RCAF Station. *Valcartier Que*: Allan Construction Ltd, construction of command medical equipment depot & inflammable stores bldg; C Jobin Ltee, construction of WO's & Sgts' mess. *Camp Borden Ont*: Barclay Construction Ltd, construction of vehicle garage. *Clinton Ont*: Dickson Larkey Ltd, replacement of underground steam distribution system. *Ottawa Ont*: Ottawa Hydro Electric Commission, \*installation of electric service to curling rink, HMCS *Carleton*; Thomas Fuller Construction Co Ltd, construction of National Defence Medical Centre. *Uplands Ont*: North Shore Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station; Metallerete Floor Co Ltd, resurfacing concrete floors in Armament Bldgs, RCAF Station. *Fort Churchill Man*: McNamara Construction Ltd & Henry J Kaiser Co (Canada) Ltd, construction of runway extension, taxiway & parking aprons & aerodrome lighting facilities; Henry J Kaiser Co (Canada) Ltd, McNamara Construction Co Ltd & The Tower Co Ltd, construction of Air Force refuelling base (various bldgs, services & POL installation). *Portage La Prairie Man*: Shaver Construction Co Ltd, erection of control tower bldg & outside services, RCAF Station; Tallman Construction Co Ltd, reconstruction of access road, RCAF Station. *Calgary (Sarcee) Alta*: Poole Construction Co Ltd, construction of unit drill hall, medical equipment depot & inflammable stores bldg. *Edmonton Alta*: Burns & Dutton Co Ltd, erection & finishing of prefabricated steel garages, Griesbach Barracks. *Namao Alta*: New West Construction Co Ltd, construction of standard control tower & outside services, RCAF Station. *Penhold Alta*: Sandquist Construction Ltd, erection of control tower bldg & outside services, RCAF Station. *Comox B C*: A & B Construction Co Ltd, construction of standard auxiliary power unit bldg, RCAF Station. *Near Taylor B C*: Dominion Bridge Co Ltd, construction of superstructure for Peace River Bridge, Alaska Highway.



## Building and Maintenance

*Summerside P E I*: Curran & Briggs Ltd, resurfacing of walks & driveways in PMQ area. *Greenwood N S*: Bedard-Girard Ltd, rehabilitation of electrical distribution system, RCAF Station. *Halifax N S*: Martin & Moore Ltd, exterior painting of 37 bldgs, Windsor Park. *St Margarets (Chatham) N B*: Melvin J Hayes, grading & seeding, RCAF Station. *St Hubert Que*: Kredl Roofing Corp, re-roofing of hanger No 12, RCAF Station. *St Johns Que*: Kredl Roofing Corp, replacement of roof covering & flashings on Hangar No 101. *Ste Sylvestre Que*: Dominion Transport Moving & Storage Reg'd, \*crating & transportation of boiler & ancillary equipment to RCAF Station, Moisie. *Camp Borden Ont*: W A Moffatt Co, re-roofing of bldgs E141 to 146 inclusive. *Centralia Ont*: Walmsley Bros Ltd, replacement of hangar apron, RCAF Station. *Kingston Ont*: Will-Mac Construction Ltd, construction of tennis courts, RMC. *Calgary Alta*: Wm Clark Roofing & Bldg Supplies Ltd, re-roofing & re-flashing of hangar No 39 & two lean-tos. *Edmonton Alta*: New West Construction Co Ltd, construction of respirator testing chamber bldg, Griesbach Barracks.

## Department of Defence Production

*Summerside P E I*: M F Schurman Co Ltd, exterior painting of 62 PMQs, RCAF Station. *Cornwallis N S*: Banfield & Miles, interior painting of RCN Hospital, Bldg No 7, HMCS *Cornwallis*; Marsh Plumbing & Heating, installation of plumbing system, South Officers' Block, Bldg No 31-2, HMCS *Cornwallis*. *Camp Gagetown N B*: Saint John Iron Works Ltd, \*painting of smokestack, Central Heating Plant, Bldg B-11. *Moncton N B*: G E Carr, interior painting & floor refinishing of 24 PMQs, HMCS *Coverdale*. *Quebec Que*: Arthur Tessier, replacement of linoleum & tile, Armoury Bldg, La Citadelle. *St Sylvestre Que*: Pheiss Construction Ltee, replacement of curb, RCAF Station. *Barriefield Ont*: L M Welter Ltd, installation of underground communication system (line training), Royal Canadian School of Signals, Vimy Barracks. *Hagersville Ont*: Totum Construction Co Ltd, enlargement of steelox bldg, No 45, Army Camp. *Ottawa Ont*: Wm D'Aoust Construction Ltd, replacement of roof slabs on septic tank etc, Connaught Rifle Range. *Pictou Ont*: Lundy Fence Co Ltd, erection of chain link security fence, Old Camp. *Rockcliffe Ont*: Metallierete Floor Co Ltd, finishing concrete slab for garage floors, RCAF Station. *Trenton Ont*: Argo Roofing Co Ltd, re-roofing of four bldgs, No 6 Repair Depot, RCAF Station. *Camp Shilo Man*: Maple Leaf Construction Ltd, asphalt surfacing of driveways, Townsite area; Maple Leaf Construction Ltd, landscaping of centre strip, Boulevard, Kingston Ave; Barr's Transfer, \*supply, loading & tailspreading of gravel on range roads, Shilo Military Camp (areas I & III); Burton Construction Co Ltd, \*supply, loading & tailspreading of gravel on range roads, Shilo Military Camp (Area II). *Fort Churchill Man*: Canada Catering Co Ltd, catering. *Winnipeg Man*: Twin Cities Painting & Building Cleaning Co, exterior painting of nine bldgs, Fort Osborne Barracks; Venus Venetian Blind Co Ltd, installation of venetian blinds in PMQs, Fort Osborne Barracks area. *Regina Sask*: A P Green Fire Brick Co Ltd, repairs to furnace refractory in No 2 & No 3 boilers, DND heating plant; Lesliès Painting Contractors, interior painting of 211 Base Workshop, RCME. *Edmonton Alta*: New Method Concrete & Builders Ltd, \*construction of addition to locker room, Bldg No H-15, Griesbach Barracks. *Belmont Park B C*: Colebank, Noble & Davies Ltd, installation of cast iron pipe, Seward Defence. *Lynn Creek B C*: Skyline Roofing Ltd, re-roofing of bldg No 2. *Victoria B C*: Geo E Goodwin, interior painting of PMQs, Work Point Barracks. *North West Highway System B C*: B C Department of Highways, \*application of traffic lines between Mile 14 & Mile 35.

## National Harbours Board

*Halifax N S*: Standard Paving Maritime Ltd, crushed gravel surfacing of Pier A-1 & paving Berth 35 & Pier A-1, roadway & approaches, Ocean Terminals.

## Department of National Revenue

*Freighsburg Que*: Miquelon & Simard, construction of customs officer's residence. *Hereford Road Que*: Morin Construction Ltd, construction of office bldg. *Haskett Man*: G F Thompson, construction of customs examining warehouse. *Treelon Sask*: Weyburn Builders & Supplies, construction of customs officer's residence. *Nelway B C*: Inland Construction, construction of office bldg.

## Department of Northern Affairs and National Resources

*Prince Edward Island National Park P E I:* Nelson Good, \*supply & installation of heating system, Warden's residence; Curran & Briggs Ltd, \*excavation & backfill for water line trench, Green Gables Golf Course. *Baddeck N S:* Leo's Appliances, \*supply & installation of new heating system, Alexander Graham Bell Museum; Leonard Harvey, \*supply, placement & compaction of fill material & topsoil along entrance road, Alexander Graham Bell Museum. *Grand Pre National Historic Park N S:* Church Electric, \*supply & installation of electric wiring; Willie E Smith, \*construction of combined workshop, garage & storage bldg. *Port Royal N S:* Valley Services Ltd, \*installation of new electrical service, Champlain Habitation. *Fort Beausejour National Historic Park N B:* Gordon F Goodwin, \*supply & installation of drinking fountains & two hot water tanks, Aulac; Rayworth Electrical Service, \*supply & installation of ventilating fan, Aulac. *Fort Lennox National Historic Park Que:* Roger Electric Inc, installation of underground electrical distribution system; Antonio Levesque, \*plastering ceiling, Museum Bldg. *Fort Wellington National Historic Park Ont:* Stewart & Broad Construction Co Ltd, \*supply & installation of frisees, Prescott. *Lower Fort Garry Historic Park Man:* H Dukelow, installation of underground wiring system. *Prince Albert National Park Sask:* Patrick Construction Co Ltd, construction of garage. *Riding Mountain National Park Alta:* R A McGimpsey, \*installation of heating system, staff quarters bldg. *Waterton Lakes National Park Alta:* Schow Electric, \*electrical wiring, Warden's residence; Hall Bros, \*supply & installation of heating system & plumbing, Warden's residence.

## Department of Public Works

*Deer Lake Nfld:* Provincial Constructors Ltd, additions & alterations to federal bldg. *Gander Nfld:* Wm A Trask Ltd, construction of RCMP detachment quarters. *St John's Nfld:* Royle Excavating Co Ltd, construction of guide rail, Signal Hill Park access road. *Alberton P E I:* Diamond Construction (1955) Ltd, harbour improvements & extension to railway wharf. *West Point P E I:* Diamond Construction (1955) Ltd, breakwater extension. *Boudreauville N S:* MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. *Broad Cove Marsh N S:* M C Campbell & D J Grant, wharf extension. *Judique (Baxters) N S:* Allan J MacDonald, harbour improvements. *Ledge Harbour N S:* Liverpool Lumber Co Ltd, breakwater repairs. *Mill Cove N S:* Colin R MacDonald Ltd, breakwater reconstruction. *North Sydney N S:* Foundation Maritime Ltd, construction of federal bldg. *Parrsboro N S:* Halverson & Smith Ltd, construction of RCMP detachment quarters. *South Side (Donald's Head) N S:* Shelburne Contracting Ltd, breakwater repairs. *Upper Port Latour N S:* Kenney Construction Co Ltd, harbour improvements. *Campbellton N B:* Kenney Construction Co Ltd, construction of federal bldg. *Perth N B:* McLaughlin Construction Co Ltd, construction of RCMP detachment quarters. *Anse à Valteau Que:* Emile Cloutier, construction of landing extension. *Baie St Paul Que:* Chs Eugene Tremblay, construction of protection wall. *Batiscan Que:* Marautier Construction Inc, construction of protection works. *Cap aux Meules Que:* La Cie de Construction Arseneau, breastwork repairs. *Cap de la Madeleine (Ste Marthe) Que:* Marautier Construction Inc, construction of retaining wall. *Champlain Que:* Dessureault & St Arnaud Ltée, construction of retaining wall. *Cloridorme West Que:* Etienne Beaudoin, construction of protection works. *Dorion-Vaudreuil Que:* Gauthier & Frere Ltee, construction of post office. *Forestville Que:* Camille Dufour, wharf repairs. *Gaspe (Sandy Beach) Que:* Leo Mathieu, installation of lighting system. *Grande Vallee Que:* Elphege Lemieux, construction of protection wall. *Gros Cap Que:* Les Entreprises de L'Est Ltee, construction of breakwater. *Havre Aubert Que:* La Cie de Construction Arseneau, repairs to wharf & approach. *Henrysburg Que:* Armand Barriere, construction of animal inspection station. *Lanoraie Que:* Armand Sicotte & Fils Ltee, construction of protection works. *Lavaltrie Que:* Armand Sicotte & Fils Ltee, construction of protection works. *Matane Que:* Monopole Construction Inc, construction of retaining wall. *Nicolet Que:* Rapid Construction Ltd, construction of federal bldg. *Port St Francois Que:* Anatole Proulx, construction of protection wall. *Quebec Que:* Union Quarries & Paving Ltd, wharf extension (Queen's wharf). *Rimouski Que:* Les Pavages Laurentiens Enr, wharf repairs & improvements (asphalt pavement). *Riviere au Renard Que:* Hector Blouin, construction of protection wall. *Ste-Anne des Monts (Mont Albert) Que:* Les Entreprises Gaspe Inc, construction of protection works. *St Ignace de Loyola Que:* Armand Sicotte & Fils Ltee, construction of protection works. *St Jean Que:* Methe Freres Ltee, construction of garage, workshop

& storage bldg. *St Laurent, I O, Que:* J B Vaillancourt, construction of protection wall. *Ste Marie de Beauce Que:* South Shore Construction Reg'd, construction of protection wall. *St Simon Que:* J M G Construction Inc, wharf repairs. *Sept Iles Que:* Gulf Maritime Construction Ltd, construction of retaining wall. *Sorel Que:* Tracy Construction Inc, construction of retaining wall. *Tracy Que:* Lucien Danis, construction of retaining wall. *Varenes Que:* Pierre de Martigny, repairs to protection wall. *Vercheres Que:* Henri Louis Martel, construction of retaining wall. *Big Bay Ont:* R A Blyth, wharf repairs. *Burlington Ont:* Sir Robert McAlpine (Canada) Ltd, construction of Burlington Canal lift bridge substructure & Canal wall bulkhead. *Chatham Ont:* Wm L Green, construction of RCMP detachment quarters. *Kenora Ont:* Bergman & Nelson Ltd, construction of wharf. *Kingston Ont:* James Kemp Construction Ltd, demolition of Crawford bldg & construction of new Customs Wharf office. *Mallorytown Ont:* Robert D Mackey Construction Co Ltd, wharf reconstruction. *Moose Factory Ont:* Universal Plumbing & Heating Co Ltd, improvement of municipal services, phase 7, & revisions to heating mains. *Ottawa Ont:* L Beaudoin Construction Ltd, application of new tar & gravel roof with related flashing & masonry repairs, Science Service bldg, Central Experimental Farm; John Colford Contracting Co Ltd, supply & installation of warm air heating unit & air conditioning apparatus in Rooms 15, 17, 19 & 21, Dominion Bureau of Statistics bldg, Tunney's Park; L Beaudoin Construction Co Ltd, general roofing & related flashing & coping repairs, 75 St Patrick St; Ontario Building Cleaning Co, repairs to Norlite Bldg; L Beaudoin Construction Ltd, repointing & resetting stonework, East Block Courtyard, Parliament Bldgs; L Beaudoin Construction Ltd, conversion of Room 660, Centre Block, Parliament Bldgs, to washroom; A Lanctot Construction Co Ltd, alterations & repairs at 479 Bank St; Roland Lariviere Ltd, repointing & repairs to stonework, Geodetic Survey bldg, Central Experimental Farm. *Pelee Island Ont:* Pinch Electric Co, harbour improvements (lighting—wharf & warehouse). *Peterborough Ont:* Mortlock Construction Ltd, construction of UIC Bldg. *Port Maitland Ont:* The Cementation Co (Canada) Ltd, repairs to piers. *Altona Man:* A W Peterson Construction Co Ltd, construction of Post Office bldg. *Fisher River Man:* Louis Ducharme & Associates Ltd, construction of nurses' residence. *Pine Falls Man:* North American Buildings Ltd, construction of nurses' residence, Indian Hospital. *Transcona Man:* Steel Structures (Western) Ltd, erection of pre-fabricated metal bldg for Grain Inspection Board. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of controlled temperature rooms, Science Service Laboratory, Dept of Agriculture; Swanson Construction Co Ltd, repairs & improvements, Immigration Hall. *Assiniboia Sask:* Pals Construction Ltd, construction of RCMP detachment quarters. *Hanley Sask:* Shoquist Construction Ltd, construction of RCMP detachment quarters. *Maidstone Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Nipawin Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Prince Albert Sask:* Royal Davis, additions & alterations to Immigration bldg. *Banff National Park Alta:* Shaw Construction Co Ltd, application of base course & prime, Mile 22 to Mile 46, Banff-Jasper Highway; Storms Contracting Co (Pacific) Ltd, grading, culverts, base course & prime, Mile 74 to Mile 82.3, Banff-Jasper Highway. *Banff National Park Alta & Yoho National Park B C:* Cunningham & Shannon Ltd, removal of rock bluff at junction of Trans-Canada & Banff-Jasper highways, Banff National Park, Alta, & construction of access road, bridge & approaches, Kicking Horse Pass, B C. *Derwent Alta:* Adanac Contracting & Developing Ltd, construction of RCMP detachment quarters. *Manning Alta:* Lloyd Christenson Ltd, construction of RCMP detachment quarters. *Ahousat B C:* Ivan Ossinger, wharf repairs. *Chemainus B C:* Pacific Pile Driving Co Ltd, wharf improvements. *Dodge Cove B C:* Skeena River Pile Driving Co, construction of float extension. *Fanny Bay B C:* Victoria Pile Driving Co Ltd, construction of approach & wharf repairs. *Gibson's Landing B C:* Greenlees Pile Driving Co Ltd, harbour improvements. *Heriot Bay B C:* Horie & Tynan Construction Ltd, float extension. *New Westminster B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of pontoon slipway, Annacis Slough. *Ocean Falls B C:* Horie & Tynan Construction Ltd, construction of floats. *Shawinigan Lake B C:* Seaward Construction Ltd, construction of RCMP detachment quarters. *South Pender B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction. *Vancouver B C:* E H Shockley & Son Ltd, construction of science service laboratory bldg, University of British Columbia; Turnbull & Gale Construction Co Ltd, installation of sanitary sewer services to Government laboratories, UBC Campus. *Victoria B C:* G H Wheaton Ltd, construction of Prosthetic Services Bldg, DVA Hospital. *Fort Resolution N W T:* Progress Electric Ltd, installation of electrical services in various bldgs.



## Contracts Containing the General Fair Wages Clause

*Fishing Cove P E I:* Maritime Dredging Ltd, dredging. *Liverpool N S:* Everett Refuse, alterations to federal bldg. *Lower Sandy Point N S:* Kenney Construction Co Ltd, dredging. *McAdam N B:* A W Thompson, renovations to federal bldg. *Grindstone Que:* Fred Lapierre, interior painting in federal bldg; Fred Lapierre, basement alterations in federal bldg. *La Malbaie Que:* Gerard Savard, construction of curbs & fence around federal property. *La Sarre Que:* Adelard Pelletier Inc, construction of fence, federal bldg. *Little English Bay (Baie Comeau) Que:* McNamara Construction Co Ltd, dredging. *Nicolet River Que:* Theode Robidoux Inc, dredging. *Quebec Que:* J P Lajeunesse Inc, repairs to roof, Temporary Bldg; Talbot, Hunter Eng & Boiler Works Ltd, repairs to boiler, Temporary Bldg. *St Eustache Que:* Lionel Berthelet, repairs to cornices & fence, Federal Bldg. *Yamachiche River Que:* Theode Robidoux Inc, dredging. *Arnprior Ont:* M Sullivan & Son, construction of fence, Civil Defence College. *Hamilton Ont:* Sherwood Construction Co, general repairs, Revenue Bldg. *Ottawa Ont:* A C McDonald & Sons, installation of light fixtures, Storage Archives Bldg, Tunney's Pasture; Alf Grodte Ltd, redecoration at 38 Bank St; Unida Plumbing & Heating Co, installation of floor drains, National Research Bldg, Sussex Drive; A Bruce Benson, structural repairs, "A" Bldg, Cartier Square; Leopold Beaudoin Construction, washroom repairs, Senate Chambers, Parliament Bldgs; Roland Lariviere Ltd, repairs to gate, Senate Chambers; Roland Motard Electric, installation of electrical power outlets, Finance Bldg, Tunney's Pasture; J Strathorn, sidewalk repairs, Central Experimental Farm; F E Cummings, alterations to Woods-Canadian Bldg; Edward Levesque & Co, redecoration, No 8 Temporary Bldg; Oak Construction Co, installation of railings & counters, Mortimer Bldg; Roy Soderlind & Co, electrical rewiring, 45 Spencer St; Dominion Electric Protection, installation of fire alarm system, Public Archives; Dominion Electric Protection, installation of fire alarm system, Norlite Bldg; Leopold Beaudoin Ltd, construction of catwalks, Forest Products Laboratory, Montreal Road. *Point Traverse Ont:* Ontario Marine & Dredging Ltd, dredging. *Toronto Ont:* A C Horn Co Ltd, stonework repairs at City Delivery Bldg; Huntley Steeplejack Co, repairs to windows, City Delivery Bldg; Taylor Bros, installation of partitions in Prudential House; Richard & B A Ryan, repairs to roof, Postal Station "A". *Wheatley Ont:* Granite Construction Ltd, paving at federal bldg. *Winnipeg Man:* Malcolm Construction Co, paving at Immigration bldg. *Saskatoon Sask:* Shoquist Construction Co, construction of storage space, Bldg No 8. *Nanaimo B C:* V B Johnson Ltd, landscaping, Federal Bldg. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, overhaul of PWD Snagboat *Essington I.*

## Department of Transport

*Gander Nfld:* McNamara Construction Co Ltd, additional airport development; Kenney Construction Co Ltd, alterations & extension to Signal Centre bldg. *Near Lark Harbour Nfld:* Harold R Sheppard, construction of NDB bldg, etc, at Devil's Head. *Port Hastings N S:* Clarence W LeLacheur, erection of canal superintendent's dwelling; T C Gorman (NS) Ltd, construction of north entrance wall at Canso Lock. *Moncton N B:* Hi-Lite Electric Ltd, installation of control cables for AASR. *Montreal Que:* J R Robillard Ltd, alterations to domestic Terminal bldg, Airport. *Pointe des Monts Que:* Arthur Lafontaine & Fernand Belanger, construction of power house & related works. *St Joseph d'Alma Que:* Jean-Joseph Riverin Ltee, airport development. *Brockville Ont:* McNamara Construction Co Ltd, construction of 6 concrete piers for navigation lights. *Dunnville Ont:* S G Powell Shipyard Ltd, \*construction of two self-propelled steel scows for use in Eastern waters. *Earlton Ont:* La Societe d'Entreprises Generales Ltee, additional airport development. *Fort William Ont:* Davidson & Exell, additions to water supply system, Lakehead Airport. *Kinburn Ont:* H S Clark, construction of radio beacon bldg & related work. *Malton Ont:* Roy Beattie Construction, construction of sewage disposal system for new hangar area; Modern Building Cleaning Service of Canada Ltd, cleaning of Air Terminal bldgs, Toronto Airport. *North Bay Ont:* Bedard-Girard Ltd, installation of readiness button lighting, Airport. *Pagwa Ont:* J M Fuller Ltd, general repairs to radio bldgs, Radio Range Station. *Port Colborne Ont:* E B Magee Ltd, \*construction of two landing barges for use at St John's, Nfld. *Thorold Ont:* Lorenzo Contracting Co Ltd, construction of intake & conduit from Welland Ship Canal to Second Welland Canal. *Wallaceburg Ont:* Lee Marine Ltd, \*removal of five wrecks, Stag Island, St Clair River. *Beechy Sask:* Swift Construction Co Ltd, construction of radio beacon bldg, omni range, dwelling, etc. *Swift Current Sask:* Swift Construction Co Ltd, construction of airport boundary fencing. *Grande Prairie Alta:* Everall Engineering Ltd, paving of Airport access

road; D & B Construction, construction of double staff dwelling & related work. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, \*construction of self-propelled scow. *Patricia Bay B C*: Perini (Pacific) Ltd, additional airport development. *Penticton B C*: Storms Contracting Co (Pacific) Ltd, additional airport development. *Port Hardy B C*: Industrial Water Supply Co Ltd, \*drilling, developing & completing well at Airport. *Frobisher Bay N W T*: C A Pitts General Contractor Ltd, construction of bldgs at Townsite. *Snag Y T*: Rush & Tompkins (Canada) Ltd, reconstruction of access road. *Teslin Y T*: Dawson & Hall Ltd, supply & erection of prefabricated metal storage & carpenter shop bldg & related work.

## STRIKES AND LOCKOUTS

### October 1958

During October, 40,037 workers in Canada were involved in 48 work stoppages resulting in a time loss of 828,890 man-days. Although the number of work stoppages decreased slightly from the preceding month, the time loss was up by more than 300,000 man-days, amounting to the highest monthly total recorded since July 1952\*.

The substantial increase in time loss from September was the result of three large work stoppages that began in previous months and continued throughout October. These included the strike of 11,000 workers employed by the International Nickel Co. in Sudbury and Port Colborne, and stoppages involving 15,000 construction workers in Toronto and 8,000 steelworkers in Hamilton. These three stoppages caused more than nine-tenths of the total time loss during October. (The steel strike in Hamilton and the dispute involving construction workers in Toronto were settled in early November.)

Of the 48 work stoppages in progress during October, 16 involved 100 or more workers. Ten of these larger work stoppages began prior to October and five of the ten were still in progress at the end of the month. Of the six larger work stoppages

that started during October, only one was still in progress at the end of the month.

During October, Ontario had by far the highest time loss; in fact, close to 95 per cent of the total time loss for the month was recorded in that province, where the three largest stoppages mentioned earlier were in progress.

In Quebec, approximately two-thirds of the recorded time loss was caused by a strike involving 1,800 shipbuilding workers in Lauzon. This stoppage ended on October 20.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, OCTOBER 1958.

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Mining .....	3	11,426	252,325
Manufacturing ....	24	12,283	230,775
Construction .....	7	15,295	339,310
Transportation ...	4	154	1,705
Trade .....	3	73	1,335
Service .....	7	806	3,440

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, OCTOBER 1958.

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Nova Scotia .....	4	620	9,045
Quebec .....	8	2,677	34,460
Ontario .....	28	35,897	781,310
Manitoba .....	2	380	1,530
Alberta .....	2	354	955
British Columbia..	3	119	1,500
More than one Prov.	1	90	90

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Work stoppages, mostly small, were also reported from many other provinces but in none of these did the number of man-days lost exceed the 10,000 mark. In the largest strike outside Ontario and Quebec, 170 quarry workers were idled in Wentworth and Hantsport, N.S.; this stoppage, which started on October 31, 1957, was still in progress at the end of October 1958.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, November 1958

The consumer price index (1949=100) rose 0.2 per cent from 126.0 to 126.3, an all-time high, between the beginning of October and November 1958. A year ago the index stood at 123.3\*.

Although four of the five group indexes were higher in the month, an increase of 1.0 per cent in other commodities and services accounted for most of the change in the total index. This latter group rose from 131.8 to 133.1, with most of this increase resulting from the initial pricing of 1959 passenger cars, which showed a rise of approximately 5 per cent over introductory prices on 1958 models a year ago, and 12 per cent over October prices of 1958 models. A scatter of price increases occurred in other items in this group, namely, hospital rates, theatre admissions, pharmaceuticals, cigarette tobacco, haircuts, and personal care items.

The food index declined from 123.4 to 123.2 as prices were lower for pork, chicken, grapefruit, apples, and some canned fruits. Higher prices were reported for beef, bananas, oranges, tomatoes, potatoes, and celery.

The shelter index increased from 139.6 to 139.8 as both the rent and home-ownership components rose fractionally.

The clothing index moved from 109.9 to 110.4, mainly as a result of a number of prices moving up from previous month's sale prices. Some piece goods were higher.

The household operation index rose from 121.3 to 121.5 as higher prices for coal, household utensils and equipment and some household supplies more than balanced sale price declines on furniture and floor coverings.

Group indexes one year earlier (November 1957) were: food, 120.2, shelter 136.3, clothing 109.8, household operation 120.5, and other commodities and services 127.7.

## City Consumer Price Indexes, October 1958

Consumer price indexes (1949=100) rose in all ten regional cities between the beginning of September and October 1958, with increases ranging from a fractional 0.1 per cent in Saskatoon-Regina to 0.6 per cent in both Ottawa and Vancouver\*.

Food indexes were higher in all regional cities except St. John's (down 0.7 per cent) and Toronto (unchanged). Beef prices rose in all regions while pork prices recorded an even more substantial decline in most regional cities. Most imported fruits and vegetables, particularly oranges and grapefruit, were higher whereas domestically grown produce showed lower prices, especially apples and potatoes. Egg prices declined in most eastern cities but were up generally in western cities. Coffee continued to decline in most regional cities. Bread prices increased in Vancouver.

The shelter index was unchanged in five of the ten regional cities and rose fractionally in the other five, with an increase of 0.3 per cent the largest change.

Clothing indexes were unchanged in two cities, Saint John and Saskatoon-Regina, and higher in all other eight regional cities, increases ranging from 0.1 per cent in Toronto to 1.2 per cent in Vancouver.

Household operation indexes rose in eight of the ten regional cities; an increase of 0.9 per cent in Saint John was the largest change. Indexes for both St. John's and Saskatoon-Regina were unchanged.

Increases occurred in all ten regional cities for the other commodities and services indexes, with changes ranging from 0.1 per cent in Saint John to 1.6 per cent in St. John's.

Regional consumer price index point changes between September and October were as follows: Ottawa +0.7 to 126.4; Vancouver +0.7 to 126.7; Halifax +0.6 to 123.7; Edmonton-Calgary +0.6 to 122.4; Saint John +0.5 to 126.2; Montreal +0.5 to 126.6; St. John's +0.2 to 112.7†; Toronto +0.2 to 128.9; Winnipeg +0.2 to 123.5; Saskatoon-Regina +0.1 to 123.1.

## Wholesale Prices, October 1958

The general wholesale price index (1935-39=100) eased slightly -0.1 per cent—between September and October, moving from 227.1 to 226.9, which is 0.8 per cent higher than October 1957. Four of the major groups declined and the remaining four advanced.

\*See Table F-1 at back of book.

\*See Table F-2 at back of book.

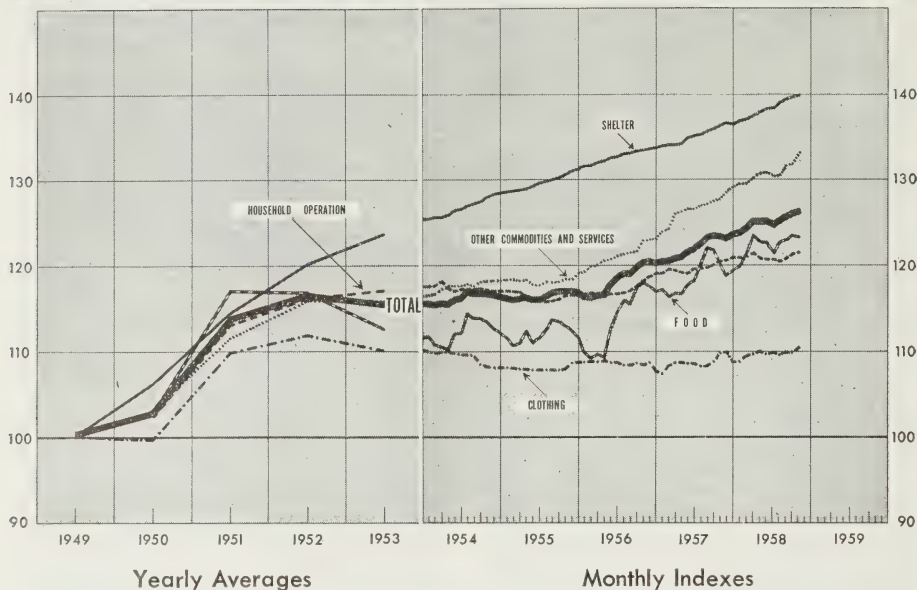
†On base June 1951=100.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Vegetable products moved 0.7 per cent lower from 198.2 to 196.9, wood products decreased 0.6 per cent from 301.5 to 299.8, textile products moved down 0.5 per cent from 228.2 to 227.0 (the lowest point since December 1955), and animal products declined 0.1 per cent from 246.1 to 245.8.

Non-ferrous metals rose—the third successive increase—2.4 per cent from 165.6 to 169.5, non-metallic minerals advanced 0.4 per cent from 187.5 to 188.2, iron products moved up 0.2 per cent from 251.6 to 252.0, and chemical products increased 0.2 per cent from 183.4 to 183.8.

The index of farm product prices at terminal markets rose from 211.1 in September to 211.8 in October. The field products index dropped from 155.2 to 154.4 but the animal products index rose, from 266.9 to 269.3. The eastern index advanced from 227.3 to 228.2 and the western index from 194.8 to 195.5.

The residential building materials price index (1949=100) was down 0.5 per cent

from 128.4 to 127.8 between September and October; the non-residential building materials price index advanced 0.2 per cent from 129.6 to 129.8.

## U.S. Consumer Price Index, October 1958

The United States consumer price index (1947-49=100) at mid-October was unchanged at 123.7 for the third successive month. The all-time high was 123.9, reached last July. Between mid-September and mid-October, the food index dropped 0.5 per cent, the apparel and the recreation indexes were unchanged, and all other group indexes rose.

## U.K. Index of Retail Prices, September 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose fractionally, from 108.3 to 108.4, between mid-August and mid-September. A year earlier it was 106.1.

The all-time high was 109.6, reached last April.

Employees of Class 1 railroads in the United States in 1957 were more than 56,000 fewer than in the preceding year, according to a bulletin published by the Association of American Railroads. It was the sixth consecutive drop, 1952 to 1957, and the largest.

(Class 1 railroads are now classified as those with annual operating revenues of \$3 million or more. Prior to January 1, 1956, this amount was \$1 million or more.)

Total hours paid for, and average number of hours paid for also declined, but total compensation rose.

# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 123

### Agriculture

1. *Agricultural Adjustment Problems in a Growing Economy*. Edited by Earl O. Heady, and others. Assembled and published under the sponsorship of the North Central Farm Management Research Committee. Ames, Iowa State College Press, 1958. Pp. 315.

Includes papers presented at a conference on "Adjusting Commercial Agriculture to Economic Growth" sponsored by the North Central Farm Management Research Committee in co-operation with the Farm Foundation, held in Chicago, March 18 and 19, 1957.

2. WUNDERLICH, FRIEDA. *Farmer and Farm Labor in the Soviet Zone of Germany*. Foreword by Alvin Johnson. New York, Twayne Publishers, 1958. Pp. 162.

The collectivized and nationalized farming in Eastern Germany has resulted in inefficient methods of farming and in a sense of insecurity, fear of increased controls and of collectivization, and of arrest among farmers and farm workers.

### Annual Reports

3. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia, 1957. An Annual Survey of Economic Conditions with a Statistical Supplement for the Years, 1945-1957*. Victoria, 1958. Pp. 35.

4. CANADA. CIVIL SERVICE COMMISSION. *Annual Report for the Year 1957*. Ottawa, Queen's Printer, 1958. Pp. 14.

5. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1958*. Ottawa, Queen's Printer, 1958. Pp. 84.

6. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Occupational Disablements incurred by Employees of the Government of Canada, 1957-58*. Ottawa, 1958. Pp. 73.

7. CYPRUS. DEPARTMENT OF LABOUR. *Annual Report for the Year, 1957*. Nicosia, Government Printing Office, 1958. Pp. 86.

8. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Time Rates of Wages and Hours of Labour, 1st April, 1958*. London, H.M.S.O., 1958. Pp. 294.

9. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Investing in Economic Knowledge: Thirty-Eighth Annual Report; a Record for 1957 and Plans for 1958*. New York, 1958. Pp. 108.

10. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on the Industrial Accidents Statistics of New Zealand for the Year 1956*. Wellington, Government Printer, 1958. Pp. 48.

11. PENNSYLVANIA. LABOR RELATIONS BOARD. *Twenty-First Annual Report for the Calendar Year ending December 31, 1957*. Harrisburg, 1958. Pp. 156.

### Atomic Power

12. AMERICAN ASSEMBLY. *Atoms for Power; United States Policy in Atomic Energy Developments. Background Papers prepared for the use of Participants and the Final Report of the Twelfth American Assembly, Arden House, Harriman Campus of Columbia University, Harriman, New York, October 17-20, 1957*. Final ed. New York, American Assembly, Columbia University, 1957. Pp. 165.

Contents: Introduction: The Nature of the Atomic Power Problem, by Philip C. Jessup. The Environs of Atomic Power, by Robert Oppenheimer. The Atomic Power Program in the United States, by Oliver Townsend. An Appraisal of the United States Nuclear Power Program, by Walter H. Zinn. American Foreign Policy and the Peaceful Uses of Atomic Energy, by Klaus Knorr. Nuclear Power in the United Kingdom, by Sir John Cockcroft. Europe and Atoms for Power, by Max Kohnstamm. Final Report of the Twelfth American Assembly.

13. EUROPEAN PRODUCTIVITY AGENCY. *The Industrial Challenge of Nuclear Energy; Research, Uses, Social Problems. Papers given during the Second Information Conference on Nuclear Energy for Management, Amsterdam, 24-28 June 1957*, by P. Akar, and others. Paris, O.E.E.C., 1958. Pp. 301.

Contains information on the following: "the organization and progress of nuclear research (including fusion) and industry's part in this field; nuclear fuel resources, mineral prospecting, the manufacture of fuel elements, and the treatment of irradiated

fuels; nuclear energy as a source for generating electric power and for propulsion: technical, economic and financial problems; risks resulting from nuclear installations, the effects of radiation, methods of protection, the liability of operators of nuclear plant and insurance coverage."

### Automation

14. *Automation and the Consumer*, by eight Tory back-benchers: Sir John Barlow, and others. Foreword by Iain MacLeod. London, 1956. Pp. 40.

Contents: The Meaning of Automation. The Probable Effects of Automation. The Penalties of Failure to use Automation. Automation and the Mobility of Labour. Suggested Action by Management, Trade Unions and Government—Alone and Together. For Whose Benefit is Automation? Summary of Conclusions and Recommendations.

15. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Meaning of Work in an Age of Automation*, by Bernard Karsh. Urbana, 1957. Pp. 3-13.

Some results of automation: 1. a smaller labour force in plants; 2. relocation of plant facilities outside a city; 3. twenty-four hour a day operation of the plant because of the expense of letting the machines be idle.

### Automobile Industry and Trade

16. EDITORIAL RESEARCH REPORTS. *Profit Sharing and Union Strategy*, by Helen B. Shaffer. Washington, 1958. Pp. 183-199.

Deals with the United Automobile Workers' demand that American automobile manufacturers should share profits with their employees and with their customers.

17. REUTHER, WALTER PHILIP. *Price Policy and Public Responsibility; Administered Prices in the Automobile Industry; Statement prepared for Presentation... to the Subcommittee on Antitrust and Monopoly of the Committee on the Judiciary, United States Senate... January 28, 1958*. Detroit, UAW Publications Dept., 1958. Pp. 108.

(Also) *Reply Statement*. April 3, 1958. Pp. 55.

### Canada's Economic Prospects

18. HOOD, WILLIAM CLARENCE. *Output, Labour and Capital in the Canadian Economy*, by Wm. C. Hood and Anthony Scott. Hull, Queen's Printer, 1957. Pp. 513.

A study prepared for the Royal Commission on Canada's Economic Prospects.

Contents: Introduction. A Synoptic View of Growth. Theory of Economic Growth. The Population and the Labour Force. The Gross National Product and the Gross Domestic Product. The Accumulation of Capital. Divisions of Employment Output and Expenditures.

19. KENT, TOM. *Inside the Gordon Report*. Winnipeg, Winnipeg Free Press, 1958. Pp. 35. Reprinted from the Winnipeg Free Press.

### Congresses and Conventions

20. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Proceedings of the Second Constitutional Convention of the AFL-CIO, Atlantic City, New Jersey, December 5-12, 1957*. Washington, 1958? 2 volumes.

Contents: v. 1. Daily Proceedings. v. 2. Report and Supplemental Reports of the Executive Council.

21. CANADIAN PULP AND PAPER ASSOCIATION. *Proceedings, Forty-Fifth Annual Meeting, 1958*. Montreal, 1958. Pp. 50.

22. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Ninth Annual Conference, Queen's University, Kingston, Ontario, September 4-7, 1957*. Edited by Philip T. Clark and Frank J. McGilly. Toronto, Distributed for the Institute... by the University of Toronto Press, 1958? Pp. 376.

Topics discussed: Impact of Monetary Policy on Financial Administration. Administrative Training in Canadian Governments. Conservation and Taxation of Natural Resources. Advisory Committees in Administration. The Changing Structure of Local Government. The Role of the Departmental Personnel Officer. Co-ordination in Administration. The Fowler Commission Report on Broadcasting in Canada.

23. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration; Proceedings of the Fortieth Convention, Boise, Idaho, September 29-October 3, 1957*. Washington, G.P.O., 1958. Pp. 135.

24. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1957; Proceedings, 43rd Annual Convention, St. Paul, Minn., September 22-26, 1957*. Washington, U.S. Bureau of Labor Standards, 1958. Pp. 204.

25. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-Fifth Annual Convention held in... Regina, May 21, 22 and 23, 1958*. Regina, 1958. Pp. 105.

### Education, Vocational

26. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Technological Education in Britain*. London, H.M.S.O., 1957. Pp. 35.

Briefly describes "provision made in Great Britain for training in engineering and in such applied sciences as industrial chemistry, applied physics and mineral survey."

27. U.S. OFFICE OF EDUCATION. *Administration of Vocational Education; Regulations for the Administration of Vocational Education Programs under the Provisions of the Federal Vocational Education Acts*. Rev. ed. Washington, G.P.O., 1958. Pp. 44.



## Efficiency, Industrial

28. BRITISH PRODUCTIVITY COUNCIL. *Industry uses Work Study*. London, n.d., 1957? Pp. 48.

Gives brief examples of work study in 23 British firms. Work study is defined here as "the systematic analysis of methods, and it aims at increasing productivity by more effective use of labour, plant, materials and other resources."

29. EUROPEAN PRODUCTIVITY AGENCY. *Company Planning and Production Control; the Story of a Manufacturing Company*, by George M. Arisman. Project no. 173. Paris, O.E.E.C., 1958. Pp. 92.

A case study of an American company which overcame its financial difficulties by setting up a "Basic Management Structure of the Firm" which formulated company objectives and policies; by establishing a forecasting system; by planning manufacturing more effectively; by setting up purchase planning and procedure; by financial planning; by production control; and by learning to evaluate and interpret the results of planning.

## Employment Management

30. DARTNELL CORPORATION. *Planning, preparing, and revising Employee Handbooks; a Management Guide for strengthening Personnel Policies, improving Communication, simplifying Supervision*. Chicago, c1958. 1 volume.

Covers planning, preparing, revising, and using employee handbooks.

31. HOOK, CHARLES RUFFIN. *What a Supervisor should know about himself*. Chicago, Dartnell Corporation, 1958. Pp. 23.

The author, who is Chairman of Armco Steel Corporation, outlines his views on the qualities of a good supervisor.

## Industry—Location

The following four pamphlets were published by the Alberta Industrial Development Branch in Edmonton in 1957 and 1958.

32. *Survey of Athabaska*. Rev. February, 1958. Pp. 16.

33. *Survey of Edson*. Rev. July 1957. Pp. 16.

34. *Survey of Ponoka*. Rev. January, 1958. Pp. 12.

35. *Survey of St. Paul*. Rev. June, 1958. Pp. 16.

## Labour Laws and Legislation

36. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Interest Representation and Policy Choice in Labor Law Administration*, by Murray Edelman. Urbana, 1958. Pp. 218-226.

Examines the manner in which government agencies administer policy which has been laid down by a regulatory statute.

37. JAMES, ARCHIE. *The Industrial Injuries Act, Damages at Common Law, and Other Legislation*. Cardiff, Published for, National Union of Mineworkers (South Wales Area) by Cymric Federation Press, 1957. Pp. 282.

A survey of workmen's compensation and industrial injuries laws in Great Britain.

38. TRADES UNION CONGRESS. *Industrial Law; an Introduction for Trade Union Officers*. London, 1957. Pp. 40.

A bird's-eye view of the English legal system and trade union law.

39. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1958*. Washington, G.P.O., 1958. Pp. 145.

## Labour Organization

40. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Are Big Unions less Democratic?* Toronto, 1958. Pp. 9. A Citizens' Forum pamphlet.

41. COCKBURN, JOHN. *The Hungry Heart; a Romantic Biography of James Keir Hardie*. London, Jarrolds, 1956. Pp. 286.

James Keir Hardie was one of the prime organizers of the British Labour Party. He edited various trade union papers during his lifetime, in particular, the *Labour Leader*, the official organ of the Independent Labour Party.

42. DANIELS, WALTER MACHRAY, Ed. *The American Labor Movement*. New York, H. W. Wilson Co., 1958. Pp. 223.

Gives a brief history of the American labour movement and discusses the merger of the AF of L and CIO, the provisions of the National Labor Relations Act of 1947 (the Taft-Hartley Act) and its application as seen by labour, management, and government spokesmen, the "right-to-work" laws, and internal union democracy and union ethics.

43. KERR, CLARK. *Unions and Union Leaders of Their Own Choosing*. New York, The Fund for the Republic, 1957. Pp. 24.

The author suggests six ways in which industrial trade union members can achieve more freedom: "Local union autonomy, a new faith for the union movement, secret elections of officers, independent judicial processes, permissive rules on entry to the union and on movement within industry, and narrow limits to union functions."

44. TRADES UNION CONGRESS. *What the TUC is doing, 1958*. London, 1958. Pp. 46.

## Labouring Classes

45. BEVERSTOCK, A. G. *Modern Apprenticeship*. London, Classic Publications Ltd. n.d., 1958? Pp. 89.

46. CLAGUE, EWAN. *Manpower Problems of the Next Decade*. (Speech) before the Louisiana Personnel Management Conference, Baton Rouge, Louisiana, February 27, 1958. Washington, 1958. Pp. 8.

Topics discussed are the labour force, industrial shifts, and occupational shifts.

47. HENRIPIN, JACQUES. *Les collets blancs (croissance et structure)*. Montreal, Service d'Education, Confederation des travailleurs catholiques du Canada, 1958. Pp. 14.

Concerns the unionization of office workers.

48. MYERS, CHARLES ANDREW. *Labor Problems in the Industrialization of India*. Cambridge, Mass., Harvard University Press, 1958. Pp. 297.

This book is concerned with the problems facing labour, management, and government in the industrial development of the Indian economy.

49. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Labor Contract: Provision and Practice*, by Milton Derber, W. E. Chalmers, and Ross Stagner. Urbana, 1958. Pp. 12.

Compares the practices of 48 companies regarding 11 contract items together with the relevant contract clauses.

50. PARIZEAU, ROBERT. *Enquête sur le salaire annuel garanti*. Montreal, Ecole des Hautes Commerciales, Service de documentation économique, 1958. Pp. 66.

This study is based on the replies to a questionnaire which the author and the Association Professionnelle des Industriels sent out to over a thousand firms in the Province of Quebec. The questionnaire sought the opinion of the firm on the guaranteed annual wage.

## Occupation

51. BEDFORD, JAMES HIRAM. *Your Future Job, a Guide to Personal and Occupational Orientation of Youth in the Atomic Age*. New rev. ed. Los Angeles, Society for Occupational Research, 1956. Pp. 366.

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Meteorology*. Ottawa, Queen's Printer, 1958. Pp. 20.

Explains briefly the nature of the work, working conditions, earnings, personal qualifications, preparation and training, advancement, related occupations, advantages and disadvantages, and how to enter the field.

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Optometrist*. Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 20.

Outlines education requirements, duties, working conditions, earnings, advantages and disadvantages.

## Open and Closed Shop

54. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. IN-

DUSTRIAL UNION DEPARTMENT. *The Case for the Union Shop*. Washington, n.d., 1958? Pp. 31.

This pamphlet argues that "the union shop is a guarantee of stability on the job for the period of the contract." It also alleges that without the union shop collective bargaining would be undermined and that unions would lose their effectiveness.

55. INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS. *The I.B.E.W. looks at Restrictive Labor Laws*. Washington, n.d., 1958? Pp. 13.

An argument against right-to-work laws in the U.S.

56. PETRO, SYLVESTER. *Personal Freedom and Labor Policy*. New York, Institute of Economic Affairs, New York University, c1958. Pp. 15.

The author, Professor of Law at New York University Law School, advocates the right of employees to choose whether or not to join unions, among other things.

## United Nations

57. UNITED NATIONS. COMMISSION ON THE STATUS OF WOMEN. *Report of the Twelfth Session, 17 March-3 April 1958*. New York, 1958. Pp. 23.

58. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1957*. New York, 1958. Pp. 227.

59. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Annual Report, 29 March 1957-15 March 1958*. New York, 1958. Pp. 68.

60. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Annual Report, 30 May 1957-8 April 1958*. New York, 1958. Pp. 29.

61. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1956*. New York, United Nations, Dept. of Economic and Social Affairs, 1957. Pp. 183.

## Miscellaneous

62. CANADA. CIVIL SERVICE COMMISSION. *Civil Service Examinations; Specimen Questions and General Information*. Ottawa, Queen's Printer, 1958. Pp. 27.

63. LATIN AMERICAN MEETING OF EXPERTS ON STEEL MAKING AND TRANSFORMING INDUSTRIES, SAO PAULO, 1956. *Problems of the Steel Making and Transforming Industries in Latin America. I. Report of the Latin American Meeting of Experts on Steel Making and Transforming Industries*. New York, United Nations, 1958. Pp. 62.

Sponsored by the secretariats of the Economic Commission for Latin America and of the Technical Assistance Administration, in collaboration with the *Associacao Brasileira de Metais*.

64. U.S. COMMITTEE OF ENGINEERS AND SCIENTISTS FOR FEDERAL GOVERNMENT PROGRAMS. *Summary Report of Survey of Attitudes of Scientists and Engineers in Government and Industry*. Washington, G.P.O., 1957. Pp. 78.

This study is based on the answers to a questionnaire of about 17,500 engineers and scientists in the U.S. Federal Government service and about 3,400 similar individuals employed outside the Government. The information was collected between September 1956 and January 1957. The questions concerned the following: 1. employer and place of employment; 2. relative importance of 15 elements which determine their over-all satisfaction with a research position; 3. job

satisfaction, professional freedom and opportunity for professional growth; 4. working conditions and resources for research; 5. utilization and relationships with immediate supervisors and with higher management; 6. pay, promotion and classification; 7. training; 8. career prospects; and, 9. fringe benefits.

65. U.S. NATIONAL SCIENCE FOUNDATION. *Basic Research, a National Resource*. Washington, G.P.O., 1957. Pp. 64.

Examines the need for more basic research in science. Basic research provides new knowledge to develop new products and new industries to keep up the economy. Basic research is necessary for national security.

## Revised Edition of "The Labour Force" Now Available

*The Labour Force, November 1945-July 1958*, containing a revised historical series of the employment characteristics of the Canadian population, is now available through the Information Services Division of the Dominion Bureau of Statistics at the price of \$2.00.

It is a revised edition of the Reference Paper No. 58 with labour force statistics

for the period August 1951 to July 1958 adjusted to population estimates based on the 1956 census rather than the 1951 census.

Labour force data published in the regular monthly reports from August 1958 take account of revised population estimates, and will form a consistent series with material in Reference Paper No. 58, the Bureau announced.

### Decisions of Umpire (Continued from page 1416)

which she was willing to accept employment, she had failed to prove that she was available for work from April 6, 1958.

The dissenting member of the board held that the claimant had indicated her willingness to accept employment in quite a large area where there were many types of industries and that she had proved she was available for work within the meaning of the Act from April 28, 1958. He held also that it was unreasonable to expect the claimant to travel 40 miles to and from employment "with the kind of transportation facilities available".

The claimant appealed to the Umpire on substantially the same grounds as those contained in her appeal to the board of referees with respect to her availability for work.

**Considerations and Conclusions:** The present case hinges on whether there were opportunities of employment within the capabilities of the claimant in the larger area where, as she stated in her appeal to the board of referees, she was willing to accept suitable work.

This is purely a question of fact, and I must say that I am more impressed with the statement of the dissenting member regarding the "many types of industries" which exist in the larger area than with the vague reference made by the employ-

ment officer with regard to the practically non-existent opportunities of employment in the area. But even the statement of the dissenting member lacks precision. There might be many types of industries in the locality that would give ample opportunities for employees such as mechanics or operators, but little for clerical staff. In a case such as the present one which turns on the conditions of the local labour field, I think that the record should contain more detailed information.

In this case, it is to be remembered that the claimant, who at first restricted her availability to R....., subsequently extended it to O....., W..... and as far south as the city limits; and it is not clear whether the employment officer's statement regarding the scant opportunities of work dealt also with all the types of employment which the claimant was capable of performing in view of her qualifications and experience.

Under the circumstances, I am prepared to give the benefit of the doubt to the claimant; but since during the period she restricted her availability to R..... she could not have been available, I must disqualify her from April 6 to 27, 1958, inclusive.

But for this modification of the period of disqualification, the claimant's appeal is allowed.



# LABOUR STATISTICS

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## A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 20, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,159	110	439	1,728	2,265	1,064	553
Agricultural.....	782	*	65	175	196	320	25
Non-Agricultural.....	5,377	109	374	1,553	2,069	744	528
Males.....	4,638	90	340	1,311	1,666	812	419
Agricultural.....	706	*	59	163	169	290	24
Non-Agricultural.....	3,932	89	281	1,148	1,497	522	395
Females.....	1,521	20	99	417	599	252	134
Agricultural.....	76	*	*	12	27	30	*
Non-Agricultural.....	1,445	20	93	405	572	222	133
All ages.....	6,159	110	439	1,728	2,265	1,064	553
14—19 years.....	583	14	49	205	164	97	34
20—24 years.....	782	16	60	251	266	129	60
25—44 years.....	2,857	51	180	792	1,080	480	274
45—64 years.....	1,725	23	128	432	664	309	164
65 years and over.....	232	*	22	48	91	49	21
<i>Persons with Jobs</i>							
All status groups.....	5,888	98	410	1,630	2,181	1,047	522
Males.....	4,411	79	314	1,229	1,595	800	394
Females.....	1,477	19	96	401	586	247	128
Agricultural.....	774	*	63	173	192	320	25
Non-Agricultural.....	5,114	97	347	1,457	1,989	727	497
Paid Workers.....	4,707	80	319	1,333	1,851	680	444
Males.....	3,387	63	235	971	1,317	475	326
Females.....	1,320	17	84	362	534	205	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	271	12	29	98	84	17	31
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,247	155	447	1,487	1,750	890	518
Males.....	1,057	48	96	278	321	187	127
Females.....	4,190	107	351	1,209	1,429	703	391

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended September 23, 1958		Week Ended August 23, 1958		Week Ended September 21, 1957	
	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>
Total looking for work.....	294	283	300	285	215	201
Without Jobs.....	271	262	281	267	197	186
Under 1 month.....	81	—	81	—	77	—
1— 3 months.....	94	—	104	—	84	—
4— 6 months.....	43	—	40	—	21	—
7—12 months.....	38	—	42	—	12	—
13—18 months.....	*	—	*	—	*	—
19— and over.....	*	—	*	—	*	—
Worked.....	23	21	19	18	18	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	16	14	13	12	13	10

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Total
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Sept.....	47.3	410.4	144.1	.....	.....	.....	.....	.....	.....	1,385.0
Oct.....	46.0	407.0	142.4	.....	.....	.....	.....	.....	.....	1,363.6
Nov.....	46.2	401.4	140.6	88.0	290.4	65.7	592.5	1,015.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3	.....	.....	.....	.....	.....	.....	1,294.8
1958—Jan.....	46.0	381.9	103.3	.....	.....	.....	.....	.....	.....	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	567.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,403.6

<sup>1</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.<sup>2</sup> Includes post office wages and salaries.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employees in the principal non-agricultural industries reported a total employment of 2,760,844

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)    (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.5	200.8	164.6	70.72	111.3	184.6	164.7	72.43

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
<b>(a) PROVINCES</b>						
Newfoundland.....	138.3	139.3	144.7	61.70	61.86	62.16
Prince Edward Island.....	126.5	128.1	129.9	50.29	50.50	49.54
Nova Scotia.....	98.4	100.3	104.7	58.24	58.35	56.44
New Brunswick.....	103.0	102.1	109.0	57.87	58.77	57.66
Quebec.....	120.7	120.7	125.5	67.77	68.11	65.62
Ontario.....	121.1	122.2	127.3	73.61	73.89	71.04
Manitoba.....	113.1	113.8	115.9	67.88	67.51	65.43
Saskatchewan.....	136.9	135.9	137.0	69.51	69.37	66.15
Alberta (including Northwest Territories).....	160.9	160.3	162.6	73.60	72.43	69.76
British Columbia (including Yukon).....	120.1	119.7	135.5	76.01	74.75	74.88
<b>Canada.....</b>	<b>121.5</b>	<b>122.0</b>	<b>127.6</b>	<b>70.72</b>	<b>70.76</b>	<b>68.48</b>
<b>(b) METROPOLITAN AREAS</b>						
St. John's.....	133.9	133.4	130.6	51.30	50.62	49.74
Sydney.....	91.5	91.6	94.6	72.76	75.03	72.63
Halifax.....	112.6	113.4	118.2	57.65	57.70	54.52
Saint John.....	92.9	93.7	98.5	53.73	54.72	51.19
Quebec.....	108.9	112.4	116.7	58.87	59.09	57.51
Sherbrooke.....	98.4	97.2	105.0	57.55	57.76	54.85
Three Rivers.....	117.8	116.6	123.9	64.56	64.96	62.73
Drummondville.....	73.7	70.1	76.6	59.29	58.68	58.86
Montreal.....	122.7	122.6	127.4	69.41	69.63	67.00
Ottawa—Hull.....	124.7	123.2	122.7	65.32	65.40	62.50
Peterborough.....	98.6	98.5	106.2	77.48	78.77	73.08
Oshawa.....	137.9	146.5	165.7	81.27	72.32	69.40
Niagara Falls.....	115.8	112.6	142.3	71.76	72.89	71.40
St. Catharines.....	111.6	106.7	127.0	79.01	79.22	75.63
Toronto.....	132.4	131.6	132.3	74.58	75.04	71.58
Hamilton.....	98.5	108.8	115.5	75.50	78.28	74.55
Brantford.....	85.5	83.7	85.0	65.50	66.13	63.07
Cambridge.....	112.5	112.8	117.2	63.21	63.44	60.83
Kitchener.....	115.3	115.8	118.6	66.47	66.07	63.96
Sudbury.....	133.4	136.0	146.8	76.25	77.18	85.46
London.....	118.2	120.9	119.6	66.90	67.25	64.26
Sarnia.....	129.8	130.5	145.5	94.65	90.42	87.67
Windsor.....	67.3	78.0	85.1	77.43	77.99	74.38
Sault Ste. Marie.....	149.6	145.7	145.5	89.23	86.14	88.91
Ft. William—Pt. Arthur.....	120.2	125.6	130.4	72.78	70.98	72.77
Winnipeg.....	109.9	109.7	110.6	64.54	63.67	61.35
Regina.....	127.1	125.7	129.3	64.93	65.34	63.31
Saskatoon.....	140.4	140.8	136.6	65.30	64.57	60.15
Edmonton.....	188.5	187.8	189.7	69.39	69.01	66.91
Calgary.....	162.7	166.6	165.2	69.22	68.02	66.24
Vancouver.....	118.2	116.9	128.1	74.98	74.38	72.34
Victoria.....	116.0	117.2	125.5	68.71	68.72	64.63

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
<b>Mining</b> .....	<b>126.1</b>	<b>127.2</b>	<b>132.5</b>	<b>86.02</b>	<b>84.74</b>	<b>84.01</b>
Metal mining.....	141.0	141.8	143.5	87.42	86.29	87.12
Gold.....	75.5	76.4	79.2	72.01	71.09	70.37
Other metal.....	202.1	202.7	203.4	92.79	91.63	93.20
Fuels.....	99.6	100.7	109.5	87.75	86.32	83.06
Coal.....	54.6	54.9	59.1	69.63	69.55	66.91
Oil and natural gas.....	275.6	280.2	293.1	101.81	99.18	94.94
Non-metal.....	137.5	140.0	152.7	75.80	74.24	72.80
<b>Manufacturing</b> .....	<b>111.3</b>	<b>111.8</b>	<b>118.5</b>	<b>72.43</b>	<b>72.62</b>	<b>69.77</b>
Food and beverages.....	125.9	122.4	128.4	62.40	63.94	59.85
Meat products.....	136.6	135.4	130.0	72.04	72.86	71.17
Canned and preserved fruits and vegetables.....	183.2	142.5	217.4	46.36	51.17	45.17
Grain mill products.....	105.1	104.0	105.1	71.71	71.81	67.70
Bread and other bakery products.....	111.7	111.7	111.7	64.31	64.17	62.02
Biscuits and crackers.....	95.3	95.7	98.5	54.64	54.98	52.50
Distilled and malt liquors.....	98.1	112.6	110.7	85.08	84.77	79.35
Tobacco and tobacco products.....	90.5	90.4	87.0	71.53	75.62	67.59
Rubber products.....	98.7	100.5	109.1	75.59	74.78	69.68
Leather products.....	88.4	86.5	90.1	50.38	49.44	48.71
Boots and shoes (except rubber).....	93.9	92.1	94.7	47.65	46.84	46.53
Textile products (except clothing).....	77.8	75.4	83.8	58.50	58.21	56.61
Cotton yarn and broad woven goods.....	76.5	71.7	83.1	54.05	52.19	52.69
Woollen goods.....	60.2	59.0	70.8	56.33	56.11	53.98
Synthetic textiles and silk.....	80.2	79.1	85.3	65.08	65.96	63.44
Clothing (textile and fur).....	93.2	89.2	95.8	47.12	46.07	45.56
Men's clothing.....	95.0	92.2	101.1	45.88	44.83	44.36
Women's clothing.....	99.6	93.1	98.3	49.59	47.99	48.26
Knit goods.....	77.1	74.6	80.4	46.13	45.09	44.79
Wood products.....	109.9	109.4	112.3	63.55	61.93	61.23
Saw and planing mills.....	113.6	112.9	114.1	65.19	63.00	62.64
Furniture.....	111.0	109.7	114.9	62.48	61.69	60.30
Other wood products.....	90.2	92.9	98.7	56.43	56.36	55.65
Paper products.....	125.6	125.0	129.3	85.05	84.65	83.11
Pulp and paper mills.....	125.8	125.8	131.4	91.05	90.29	89.01
Other paper products.....	125.1	123.0	124.2	70.17	70.43	67.59
Printing, publishing and allied industries.....	118.1	118.7	119.3	78.76	79.02	74.79
Iron and steel products.....	99.3	103.4	112.7	81.99	82.25	79.29
Agricultural implements.....	60.0	56.4	43.5	83.52	80.24	73.19
Fabricated and structural steel.....	162.6	162.4	182.9	83.90	82.46	80.06
Hardware and tools.....	87.5	88.6	96.8	74.80	73.58	72.35
Heating and cooking appliances.....	105.9	102.7	102.8	73.14	72.26	69.31
Iron castings.....	91.7	94.0	102.5	77.27	76.68	76.33
Machinery mfg.....	107.3	106.8	125.4	77.99	78.81	74.99
Primary iron and steel.....	87.4	111.9	126.8	93.44	93.94	91.89
Sheet metal products.....	105.7	104.2	114.0	83.61	84.13	77.96
Transportation equipment.....	111.8	122.2	136.5	81.58	80.18	76.02
Aircraft and parts.....	367.4	367.6	398.6	87.94	88.40	81.34
Motor vehicles.....	75.7	96.1	108.4	88.11	82.30	77.83
Motor vehicle parts and accessories.....	90.3	86.4	106.2	79.96	77.52	72.43
Railroad and rolling stock equipment.....	70.1	78.4	89.0	71.20	71.45	70.06
Shipbuilding and repairing.....	119.5	143.5	153.5	77.42	76.51	75.51
Non-ferrous metal products.....	127.0	126.8	123.3	82.27	83.72	80.75
Aluminum products.....	134.4	131.6	139.5	80.71	81.97	75.87
Brass and copper products.....	104.7	105.1	109.2	79.19	77.34	75.68
Smelting and refining.....	150.9	152.6	139.0	87.52	90.12	88.66
Electrical apparatus and supplies.....	135.2	134.5	151.2	78.92	79.30	75.22
Non-metallic mineral products.....	142.8	140.4	142.1	77.60	77.01	73.74
Clay products.....	110.5	109.4	109.8	70.31	69.40	68.87
Glass and glass products.....	138.1	132.8	135.9	72.83	74.20	68.43
Products of petroleum and coal.....	141.7	143.1	145.9	105.05	102.66	102.58
Chemical products.....	132.3	132.4	136.0	82.97	83.11	79.50
Medicinal and pharmaceutical preparations.....	120.2	119.2	118.0	75.04	75.30	70.37
Acids, alkalis and salts.....	148.7	150.0	146.2	92.36	92.26	88.67
Miscellaneous manufacturing industries.....	122.9	119.8	114.0	64.54	65.11	60.72
<b>Construction</b> .....	<b>147.8</b>	<b>147.6</b>	<b>158.0</b>	<b>76.08</b>	<b>76.36</b>	<b>75.59</b>
Building and general engineering.....	145.9	145.7	162.7	82.81	83.49	82.91
Building.....	147.4	147.2	163.2	80.49	81.20	80.66
General engineering.....	139.5	139.5	160.7	93.10	93.64	92.37
Highways, bridges and streets.....	150.9	150.8	150.6	65.62	65.28	62.96
<b>Service</b> .....	<b>143.8</b>	<b>142.7</b>	<b>140.8</b>	<b>47.46</b>	<b>47.76</b>	<b>45.36</b>
Hotels and restaurants.....	135.7	136.2	137.2	37.77	37.92	37.19
Laundries and dry cleaning plants.....	115.6	116.4	115.3	42.85	42.45	42.23
Other service.....	202.6	194.3	185.5	69.58	71.76	66.71
<b>Industrial composite</b> .....	<b>121.5</b>	<b>122.0</b>	<b>127.6</b>	<b>70.72</b>	<b>70.76</b>	<b>68.48</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1958	Aug. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Aug. 1, 1958	Sept. 1, 1957
Newfoundland.....	38.6	38.0	41.3	150.2	150.5	153.8
Nova Scotia.....	40.4	40.5	41.1	145.4	146.3	143.7
New Brunswick.....	41.4	42.0	41.5	139.9	143.0	137.2
Quebec.....	41.7	41.2	41.9	148.2	149.8	143.7
Ontario.....	40.3	40.3	40.2	172.2	174.3	167.4
Manitoba.....	40.8	40.3	40.0	155.6	155.1	149.8
Saskatchewan.....	39.5	39.3	39.9	177.7	177.2	169.5
Alberta <sup>(1)</sup> .....	40.4	39.8	40.2	171.6	173.1	167.4
British Columbia <sup>(2)</sup> .....	38.1	37.2	38.0	200.2	199.7	190.1

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	40.9	40.6	42.4	195.9	195.0	188.0	80.12	79.17	79.71
Metal mining.....	40.7	40.3	42.9	204.3	203.4	196.2	83.15	81.97	84.17
Gold.....	42.3	41.6	41.9	159.2	159.4	157.5	67.34	66.31	65.99
Other metal.....	40.1	39.8	43.3	222.0	220.8	211.0	89.02	87.88	91.36
Fuels.....	40.0	39.7	40.9	185.9	186.3	179.5	74.36	73.96	73.42
Coal.....	38.8	39.1	39.6	170.6	172.8	163.8	66.19	67.56	64.86
Oil and natural gas.....	42.4	40.7	42.9	212.0	209.5	204.2	89.89	85.27	87.60
Manufacturing.....	43.1	43.3	43.0	172.8	170.0	165.6	74.48	73.61	71.21
Food and beverages.....	40.6	40.3	40.6	164.2	165.9	159.5	66.67	66.86	64.76
Meat products.....	40.6	40.9	40.0	139.8	143.1	133.8	56.76	58.53	54.86
Canned and preserved fruits and vegetables.....	37.9	39.1	40.6	167.0	167.5	167.5	68.30	69.01	68.01
Grain mill products.....	42.7	42.5	41.9	158.4	158.2	150.7	67.64	67.24	63.23
Bread and other bakery products.....	42.7	42.9	43.8	135.7	134.2	129.9	57.94	57.57	56.90
Distilled and malt liquors.....	40.6	40.8	40.0	189.9	191.6	183.1	77.10	78.17	73.24
Tobacco and tobacco products.....	40.8	42.6	39.8	165.3	167.8	156.0	67.44	71.48	62.09
Rubber products.....	40.7	40.3	39.0	173.2	171.5	164.5	70.49	69.11	64.16
Leather products.....	41.1	40.1	40.5	114.2	114.1	110.6	46.94	45.75	44.79
Boots and shoes (except rubber).....	41.0	39.7	40.2	108.6	109.1	107.2	44.53	43.31	43.09
Textile products (except clothing).....	41.8	41.2	42.0	124.9	124.9	121.6	52.21	51.46	51.07
Cotton yarn and broad woven goods.....	39.6	37.8	39.6	123.7	122.8	121.8	48.99	46.42	48.23
Woolen goods.....	43.4	43.3	43.1	118.2	117.9	114.2	51.30	51.05	49.22
Synthetic textiles and silk.....	43.4	43.6	44.6	133.3	134.8	129.2	55.78	58.77	57.62
Clothing (textile and fur).....	38.9	37.7	38.7	108.8	108.1	105.5	42.32	40.75	40.83
Men's clothing.....	38.3	36.8	37.9	109.8	109.3	106.3	42.05	40.22	40.29
Women's clothing.....	37.9	36.1	37.7	115.7	114.6	114.0	43.85	41.37	42.98
Knit goods.....	40.8	40.0	40.7	102.2	101.0	100.0	41.70	40.40	40.70
*Wood products.....	41.9	40.9	41.5	145.6	145.2	141.8	61.01	59.39	58.85
Saw and planing mills.....	41.3	40.0	40.5	154.3	153.2	150.8	63.73	61.28	61.07
Furniture.....	43.4	42.8	43.6	134.3	134.9	130.1	58.29	57.74	56.72
Other wood products.....	42.0	41.5	42.2	124.7	127.0	123.1	52.37	52.71	51.95
Paper products.....	41.2	41.0	41.4	193.6	193.6	188.3	79.76	79.38	77.96
Pulp and paper mills.....	41.2	40.8	41.3	208.0	207.4	202.5	85.70	84.62	83.63
Other paper products.....	41.5	41.3	41.8	153.5	154.5	146.8	63.70	63.81	61.36
Printing, publishing and allied industries.....	39.4	39.5	40.2	198.7	198.0	187.7	78.29	78.21	75.46
*Iron and steel products.....	40.7	40.6	40.9	190.5	192.2	185.5	77.53	78.03	75.87
Agricultural implements.....	40.2	39.3	37.2	197.3	188.2	171.5	79.31	73.96	63.80
Fabricated and structural steel.....	41.2	40.2	41.2	187.1	187.0	182.2	77.09	75.17	75.07
Hardware and tools.....	41.2	40.3	41.0	167.4	166.8	164.5	68.97	67.22	67.45
Heating and cooking appliances.....	42.2	41.6	41.5	166.8	164.1	157.3	70.39	68.27	65.28
Iron castings.....	40.2	39.8	41.0	183.6	183.3	177.5	73.81	72.95	72.78
Machinery manufacturing.....	40.6	41.0	41.5	178.7	179.7	172.3	72.55	73.68	71.50
Primary iron and steel.....	39.4	40.2	40.6	224.5	225.1	219.5	88.45	90.49	89.12
Sheet metal products.....	41.7	42.3	41.3	192.3	192.2	180.7	80.40	81.30	74.63
*Transportation equipment.....	39.4	39.2	38.6	189.8	188.5	182.1	74.78	73.89	70.29
Aircraft and parts.....	40.8	41.2	40.8	195.0	195.7	182.2	79.56	80.63	74.34
Motor vehicles.....	36.7	35.6	34.2	209.8	204.1	197.1	77.00	72.66	67.41
Motor vehicle parts and accessories.....	39.8	37.6	36.1	185.7	185.1	182.4	73.91	69.60	65.85
Railroad and rolling stock equipment.....	38.6	38.8	38.3	179.3	179.3	178.7	69.21	69.57	68.44
Shipbuilding and repairing.....	40.3	41.4	42.3	189.1	183.0	176.9	76.21	75.76	74.83
*Non-ferrous metal products.....	38.8	39.3	40.6	194.6	195.8	184.8	75.50	76.95	75.03
Aluminum products.....	41.6	42.0	41.2	166.8	169.0	157.5	69.39	70.98	64.89
Brass and copper products.....	40.8	40.0	41.5	181.8	181.5	171.6	74.17	72.60	71.21
Smelting and refining.....	37.6	38.5	40.3	214.2	215.0	205.4	80.54	82.78	82.78
*Electrical apparatus and supplies.....	40.5	40.6	40.5	172.2	173.6	165.6	69.74	70.48	67.07
Heavy electrical machinery and equipment.....	40.0	40.8	40.2	192.5	194.5	185.5	77.00	79.36	74.57
Radios and radio parts.....	40.3	40.6	40.7	154.2	155.2	145.2	62.14	63.01	59.10
Batteries.....	40.8	41.2	41.8	165.2	164.0	163.0	67.40	67.57	68.13
Refrigerators, vacuum cleaners and appliances.....	41.4	41.0	39.3	170.1	172.3	169.2	70.42	70.64	66.50
Miscellaneous electrical products.....	40.0	39.1	40.7	162.5	162.9	154.8	65.00	63.69	63.00
Wire and cable.....	42.1	43.0	41.7	191.5	191.3	183.4	80.62	82.26	76.48
*Non-metallic mineral products.....	44.2	44.3	43.5	167.6	166.0	161.0	74.08	73.54	70.04
Clay products.....	42.6	42.4	43.0	155.5	153.4	150.0	66.24	65.04	64.50
Glass and glass products.....	41.8	43.4	41.7	165.8	163.5	155.9	69.30	70.96	65.01
Products of petroleum and coal.....	41.2	40.1	42.1	232.7	229.2	224.9	95.87	91.91	94.68
Chemical products.....	40.5	40.5	40.5	182.4	182.1	173.5	73.87	73.75	70.27
Medicinal and pharmaceutical preparations.....	41.4	41.0	40.6	143.7	142.6	134.5	59.49	58.47	54.61
Acids, alkalis and salts.....	40.1	40.0	40.0	209.1	209.2	200.6	83.85	83.68	80.24
Miscellaneous manufacturing industries.....	41.3	41.4	41.2	137.9	139.3	131.0	56.95	57.67	53.97
*Durable goods.....	40.7	40.4	40.5	178.3	179.3	173.1	72.57	72.44	70.11
Non-durable goods.....	40.5	40.2	40.6	151.4	152.8	145.9	61.32	61.43	59.24
Construction.....	42.5	42.8	43.2	175.9	176.0	174.5	74.76	75.33	75.38
Building and general engineering.....	42.1	42.7	43.1	192.5	191.7	189.9	81.04	81.86	81.85
Highways, bridges and streets.....	43.2	43.1	43.2	147.6	144.7	142.6	63.76	62.37	61.00
Electric and motor transportation.....	44.6	44.2	45.0	169.2	168.7	160.0	75.46	74.57	72.00
Service.....	39.6	39.6	40.1	95.0	94.8	91.7	37.62	37.54	36.77
Hotels and restaurants.....	39.7	39.8	40.6	92.5	92.5	89.7	36.72	36.82	36.42
Laundries and dry cleaning plants.....	39.9	39.4	39.6	96.0	95.5	90.8	38.30	37.63	35.96

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958 (1).....	40.6	164.2	66.67	159.8	125.6	127.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registration for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
November 1, 1953.....	15,282	13,058	28,340	144,520	60,997	205,517
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958 <sup>(1)</sup> .....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958 <sup>(1)</sup> .....	7,319	9,552	16,871	255,451	115,711	371,162

\* Current Vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 29, 1958	September 30, 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,282</b>	<b>213</b>	<b>1,495</b>	— 263	— 368
<b>Forestry</b> .....	<b>436</b>	<b>4</b>	<b>440</b>	+ 144	— 365
<b>Mining, Quarrying and Oil Wells</b> .....	<b>356</b>	<b>29</b>	<b>385</b>	— 33	— 230
Metal Mining.....	208	5	213	+ 17	+ 11
Fuels.....	111	13	124	— 38	— 234
Non-Metal Mining.....	14	2	16	+ 4	+ 2
Quarrying, Clay and Sand Pits.....	7	—	7	— 9	+ 3
Prospecting.....	16	9	25	— 7	— 8
<b>Manufacturing</b> .....	<b>2,298</b>	<b>1,914</b>	<b>4,212</b>	— 861	— 1,537
Foods and Beverages.....	452	305	757	— 222	— 261
Tobacco and Tobacco Products.....	2	6	8	— 3	— 11
Rubber Products.....	16	15	31	+ 16	+ 5
Leather Products.....	37	117	154	— 54	— 63
Textile Products (except clothing).....	60	90	150	— 23	— 119
Clothing (textile and fur).....	93	821	914	— 465	— 223
Wood Products.....	275	50	325	+ 5	— 8
Paper Products.....	71	31	102	— 15	— 62
Printing, Publishing and Allied Industries.....	113	108	221	+ 8	— 14
Iron and Steel Products.....	335	69	404	— 48	— 152
Transportation Equipment.....	304	46	350	— 7	— 303
Non-Ferrous Metal Products.....	125	32	157	+ 47	— 26
Electrical Apparatus and Supplies.....	112	77	189	— 71	— 171
Non-Metallic Mineral Products.....	95	12	107	+ 5	+ 29
Products of Petroleum and Coal.....	38	14	52	+ 5	+ 19
Chemical Products.....	94	45	139	— 43	— 137
Miscellaneous Manufacturing Industries.....	76	76	152	+ 4	— 40
<b>Construction</b> .....	<b>1,603</b>	<b>55</b>	<b>1,658</b>	— 53	— 1,129
General Contractors.....	1,008	29	1,037	— 3	— 912
Special Trade Contractors.....	595	26	621	— 50	— 217
<b>Transportation, Storage and Communication</b> .....	<b>355</b>	<b>180</b>	<b>535</b>	— 85	— 344
Transportation.....	281	72	353	— 68	— 258
Storage.....	23	15	38	— 0	— 31
Communication.....	51	93	144	— 17	— 55
<b>Public Utility Operation</b> .....	<b>57</b>	<b>21</b>	<b>78</b>	+ 14	— 123
<b>Trade</b> .....	<b>1,597</b>	<b>1,800</b>	<b>3,397</b>	— 336	— 1,265
Wholesale.....	558	356	914	— 96	— 50
Retail.....	1,039	1,444	2,483	— 240	— 1,215
<b>Finance, Insurance and Real Estate</b> .....	<b>509</b>	<b>401</b>	<b>910</b>	— 144	— 83
<b>Service</b> .....	<b>1,501</b>	<b>6,960</b>	<b>8,461</b>	— 332	— 1,358
Community or Public Service.....	164	1,160	1,324	— 135	— 324
Government Service.....	592	292	884	+ 15	— 123
Recreation Service.....	65	53	118	+ 22	— 44
Business Service.....	325	302	627	— 83	+ 30
Personal Service.....	355	5,153	5,508	— 151	— 897
<b>Grand Total</b> .....	<b>9,994</b>	<b>11,577</b>	<b>21,571</b>	— 1,949	— 6,802

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 2, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	867	861	1,728	6,531	1,782	8,313
Clerical workers.....	761	2,122	2,883	13,422	43,203	56,625
Sales workers.....	1,181	992	2,173	5,314	12,685	17,999
Personal and domestic service workers...	466	5,557	6,023	24,615	17,130	41,745
Seamen.....	6	—	6	1,190	2	1,192
Agriculture, fishing, forestry (Ex. log.)...	1,126	67	1,193	2,009	166	2,175
Skilled and semiskilled workers.....	3,506	1,251	4,757	104,062	15,695	119,757
Food and kindred products (incl. tobacco).....	44	16	60	1,021	382	1,403
Textiles, clothing, etc.....	77	956	1,033	2,137	9,164	11,301
Lumber and lumber products.....	419	1	420	8,950	114	9,064
Pulp, paper (incl. printing).....	52	12	64	1,049	452	1,501
Leather and leather products.....	31	68	99	738	809	1,547
Stone, clay and glass products.....	13	—	13	259	33	292
Metalworking.....	286	17	303	17,557	928	18,485
Electrical.....	77	14	91	3,090	917	4,007
Transportation equipment.....	1	—	1	1,719	80	1,799
Mining.....	87	—	87	3,391	—	3,391
Construction.....	990	—	990	21,226	2	21,228
Transportation (except seamen).....	432	19	451	16,240	134	16,374
Communications and public utility...	16	—	16	613	8	621
Trade and service.....	126	114	240	3,007	1,479	4,486
Other skilled and semiskilled.....	763	25	788	17,630	948	18,578
Foremen.....	41	9	50	2,001	230	2,231
Apprentices.....	51	—	51	3,434	15	3,449
Unskilled workers.....	1,472	580	2,052	71,283	16,460	87,743
Food and tobacco.....	306	245	551	2,576	2,959	5,535
Lumber and lumber products.....	67	19	86	6,707	344	7,051
Metalworking.....	45	11	56	6,618	510	7,128
Construction.....	603	—	603	28,542	1	28,543
Other unskilled workers.....	451	305	756	26,840	12,646	39,486
<b>Grand Total.....</b>	<b>9,385</b>	<b>11,430</b>	<b>20,815</b>	<b>228,426</b>	<b>107,123</b>	<b>335,549</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	( <sup>1</sup> ) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	( <sup>1</sup> ) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
<b>Newfoundland</b> .....	<b>238</b>	<b>313</b>	<b>149</b>	<b>7,376</b>	<b>7,882</b>	<b>5,333</b>
Corner Brook.....		9	32	2,320	2,194	1,017
Grand Falls.....	4	4	3	902	682	734
St. John's.....	234	300	114	4,154	5,006	3,582
<b>Prince Edward Island</b> .....	<b>499</b>	<b>138</b>	<b>761</b>	<b>1,128</b>	<b>1,252</b>	<b>965</b>
Charlottetown.....	91	98	134	766	728	630
Summerside.....	408	40	627	362	524	335
<b>Nova Scotia</b> .....	<b>698</b>	<b>596</b>	<b>976</b>	<b>18,423</b>	<b>12,829</b>	<b>10,636</b>
Amherst.....	8	10	16	413	438	423
Bridgewater.....	15	12	14	724	564	504
Halifax.....	457	386	554	3,694	3,738	3,146
Inverness.....				263	267	273
Kentville.....	119	77	87	880	888	723
Liverpool.....	1	3	8	285	261	249
New Glasgow.....	30	39	47	1,983	2,340	1,562
Springhill.....				298	233	478
Sydney.....		17	171	8,432	2,814	1,887
Truro.....	8		23	733	628	640
Yarmouth.....	53	52	56	713	658	751
<b>New Brunswick</b> .....	<b>631</b>	<b>587</b>	<b>752</b>	<b>11,978</b>	<b>12,028</b>	<b>10,396</b>
Bathurst.....	6	11	7	768	703	711
Campbellton.....	18	30	35	837	1,065	682
Edmundston.....		2	9	465	685	429
Fredericton.....	106	98	157	992	1,176	804
Minto.....			14	675	776	400
Moncton.....	299	284	288	2,296	2,306	2,254
Newcastle.....	1		7	925	894	928
Saint John.....	149	143	200	2,415	2,503	2,578
St. Stephen.....	6	8	6	977	1,042	989
Sussex.....	14	9	8	248	211	292
Woodstock.....	32	2	21	480	667	329
<b>Quebec</b> .....	<b>4,252</b>	<b>4,595</b>	<b>7,055</b>	<b>99,834</b>	<b>99,706</b>	<b>70,612</b>
Alma.....	46	16	93	1,168	1,271	829
Asbestos.....	9	11	65	514	644	359
Beauharnois.....	66	37	41	659	605	404
Buckingham.....	17	17	15	565	656	457
Causapscal.....	59	62	105	740	683	655
Chandler.....	2	5	4	169	263	185
Chicoutimi.....	86	61	71	1,485	1,263	1,155
Dolbeau.....	9	17	6	658	918	715
Drummondville.....	32	38	70	1,154	1,194	1,160
Farnham.....	41	11	348	566	513	447
Forestville.....	17	3	69	639	666	225
Gaspé.....	16	9	1	262	290	122
Granby.....	41	80	39	1,425	1,393	779
Hull.....	70	42	45	1,691	1,679	1,548
Joliette.....	104	124	71	1,485	1,686	1,421
Jonquière.....	31	34	51	1,374	1,390	1,561
Lachute.....	25	24	15	374	362	342
La Malbaie.....	13	17	22	386	337	329
La Tuque.....	64	92	112	723	678	332
Lévis.....	55	60	146	1,818	1,989	1,323
Louiseville.....	28	34	23	569	676	497
Magog.....		1	1	519	527	490
Maniwaki.....			9	191	226	251
Matane.....	17	3	3	866	868	394
Mégantic.....		9	23	372	301	482
Mont-Laurier.....	9	10	13	337	510	296
Montmagny.....	8	20	18	636	718	658
Montreal.....	1,974	2,454	3,511	42,866	42,472	25,618
New Richmond.....	3	11	7	321	314	359
Port Alfred.....	30	4	46	414	349	348
Quebec.....	398	468	506	6,984	7,404	6,260
Rimouski.....	56	59	59	1,320	1,307	972
Rivière-du-Loup.....	52	12	43	891	979	712
Roberval.....	18	8	51	670	827	535
Rouyn.....	33	48	91	1,646	2,031	1,824
Ste. Agathe.....	8	9	19	405	242	219
Ste. Anne de Bellevue.....	39	32	68	536	535	280
Ste. Thérèse.....	23	28	42	1,002	963	654
St. Hyacinthe.....	71	89	88	1,121	951	921
St. Jean.....	27	74	36	1,533	1,307	825
St. Jérôme.....	24	30	36	852	694	598
Sept-Îles.....	111	31	160	781	432	355
Shawinigan.....	101	17	42	2,807	2,901	1,953
Sherbrooke.....	112	95	144	3,174	3,199	2,804
Sorel.....	39	40	157	2,787	2,140	926
Thetford Mines.....	48	45	45	1,141	1,006	778
Trois-Rivières.....	140	113	157	2,830	2,823	1,889
Val d'Or.....	25	14	3	1,375	1,380	1,625



TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	( <sup>1</sup> ) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	( <sup>1</sup> ) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
<b>Quebec—Cont'd.</b>						
Valleyfield.....	11	16	43	1,165	1,256	880
Victoriaville.....	19	23	36	1,088	1,049	986
Ville St. Georges.....	25	38	139	780	839	857
<b>Ontario.....</b>	<b>7,784</b>	<b>9,119</b>	<b>8,574</b>	<b>122,458</b>	<b>133,398</b>	<b>112,347</b>
Arnprior.....	48	16	32	142	129	162
Barrie.....	28	32	42	835	689	724
Belleville.....	28	28	15	987	1,105	820
Bracebridge.....	43	45	100	527	386	359
Brampton.....	23	26	27	680	702	522
Brantford.....	83	67	80	2,201	2,284	2,643
Brockville.....	21	27	25	315	290	205
Carleton Place.....	8	18	18	141	150	113
Chatham.....	409	357	93	1,160	1,499	1,676
Cobourg.....	9	15	27	420	571	608
Collingwood.....	14	12	20	380	382	319
Cornwall.....	97	119	191	1,987	2,403	1,376
Fort Erie.....	6	6	12	496	395	322
Fort Frances.....	25	23	24	280	265	147
Fort William.....	62	115	191	1,577	1,405	827
Galt.....	43	74	160	1,120	1,306	1,449
Gananoque.....	4	6	7	188	139	178
Goderich.....	23	22	26	271	289	256
Guelph.....	12	23	88	1,052	1,226	1,164
Hamilton.....	558	687	552	12,776	12,360	9,097
Hawkesbury.....	9	16	14	366	331	324
Ingersoll.....	55	50	43	561	374	490
Kapuskasing.....	36	55	34	660	775	505
Kenora.....	19	34	72	409	355	188
Kingston.....	86	108	158	1,243	1,163	1,068
Kirkland Lake.....	24	30	59	708	665	428
Kitchener.....	133	114	91	1,522	1,946	1,885
Leamington.....	34	41	40	439	627	759
Lindsay.....	4	6	18	401	596	557
Listowel.....	37	32	29	184	173	152
London.....	475	519	480	3,635	3,751	3,005
Long Branch.....	180	175	93	2,792	2,638	2,369
Midland.....	35	33	14	430	367	415
Napanee.....	4	3	3	280	284	264
Newmarket.....	103	63	36	668	765	513
Niagara Falls.....	31	35	125	1,391	1,506	827
North Bay.....	11	11	13	968	1,009	925
Oakville.....	71	59	120	695	794	1,032
Orillia.....	28	22	16	800	840	533
Oshawa.....	114	64	41	3,276	7,676	9,175
Ottawa.....	924	890	960	3,716	3,317	2,873
Owen Sound.....	10	8	22	946	1,062	795
Parry Sound.....	2	1	3	263	190	128
Pembroke.....	72	70	116	1,169	1,105	807
Perth.....	32	39	27	273	200	296
Peterborough.....	109	136	68	2,344	2,452	2,123
Pictou.....	12	26	13	141	199	137
Port Arthur.....	90	126	127	2,385	1,984	1,577
Port Colborne.....	12	17	14	818	858	419
Prescott.....	18	28	47	394	422	366
Renfrew.....	9	6	10	399	409	277
St. Catharines.....	123	123	191	2,908	5,564	2,842
St. Thomas.....	56	204	76	648	716	573
Sarnia.....	53	51	102	2,403	1,807	1,291
Sault Ste. Marie.....	288	304	228	1,763	2,115	1,099
Simcoe.....	20	769	65	457	422	620
Sioux Lookout.....	11	5	15	118	115	73
Smiths Falls.....	25	37	14	291	228	199
Stratford.....	19	25	41	686	694	552
Sturgeon Falls.....	2	2	4	734	799	477
Sudbury.....	134	249	318	3,895	3,207	1,979
Timmins.....	66	55	50	1,398	1,438	1,073
Toronto.....	2,288	2,182	2,345	32,146	30,465	26,842
Trenton.....	60	95	65	412	505	387
Walkerton.....	52	60	67	291	314	223
Wallaceburg.....	6	3	11	227	285	580
Welland.....	32	48	49	1,877	1,869	1,342
Weston.....	132	224	170	2,043	1,873	1,629
Windsor.....	123	131	113	7,761	13,606	11,818
Woodstock.....	43	17	14	589	568	739
<b>Manitoba.....</b>	<b>1,747</b>	<b>1,927</b>	<b>2,353</b>	<b>11,343</b>	<b>10,875</b>	<b>8,426</b>
Brandon.....	142	166	317	786	726	680
Dauphin.....	21	14	35	501	384	225
Flin Flon.....	56	37	52	165	164	144
Portage la Prairie.....	47	51	33	432	417	293
The Pas.....	43	47	54	181	243	73
Winnipeg.....	1,438	1,612	1,862	9,278	8,941	7,011

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	<sup>(1)</sup> October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	<sup>(1)</sup> October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
<b>Saskatchewan</b>	<b>944</b>	<b>979</b>	<b>1,128</b>	<b>6,329</b>	<b>5,440</b>	<b>4,411</b>
Estevan.....	48	72	71	230	171	102
Moose Jaw.....	177	132	204	576	479	509
North Battleford.....	44	42	54	399	367	310
Prince Albert.....	76	117	129	780	740	576
Regina.....	197	217	277	1,691	1,407	1,161
Saskatoon.....	237	223	215	1,578	1,299	1,065
Swift Current.....	51	62	45	262	218	167
Weyburn.....	31	20	43	148	120	79
Yorkton.....	83	94	90	665	639	442
<b>Alberta</b>	<b>2,574</b>	<b>3,079</b>	<b>2,689</b>	<b>13,231</b>	<b>12,816</b>	<b>9,955</b>
Blairmore.....	16	15	20	296	328	185
Calgary.....	794	1,123	931	4,470	4,108	3,455
Drumheller.....	47	43	47	156	207	141
Edmonton.....	1,184	1,365	1,150	6,063	6,309	4,687
Edson.....	29	12	29	269	196	191
Lethbridge.....	181	198	235	869	709	519
Medicine Hat.....	162	173	184	611	485	435
Red Deer.....	161	150	93	497	474	342
<b>British Columbia</b>	<b>1,448</b>	<b>2,125</b>	<b>2,015</b>	<b>44,349</b>	<b>47,516</b>	<b>33,785</b>
Chilliwack.....	53	44	56	1,169	1,500	722
Courtenay.....	13	3	30	680	1,380	775
Cranbrook.....	19	20	35	350	292	332
Dawson Creek.....	28	51	46	526	495	200
Duncan.....	29	22	59	681	1,417	629
Kamloops.....	11	13	48	735	688	493
Kelowna.....	16	38	13	400	463	213
Kitimat.....	4	16	81	233	224	235
Mission City.....	12	7	13	640	777	504
Nanaimo.....	13	23	32	1,024	1,867	1,030
Nelson.....	20	22	32	413	345	274
New Westminster.....	165	189	148	6,229	6,341	4,237
Penticton.....	11	12	18	502	474	342
Port Alberni.....	38	36	34	647	1,191	674
Prince George.....	50	74	105	1,429	944	1,151
Prince Rupert.....	23	23	68	1,003	531	834
Princeton.....	7	7	8	155	172	144
Trail.....	32	38	20	412	441	346
Vancouver.....	662	1,244	817	22,785	23,739	17,623
Vernon.....	25	24	44	593	516	424
Victoria.....	186	192	279	3,515	3,510	2,430
Whitehorse.....	31	27	29	228	164	173
<b>Canada</b>	<b>20,815</b>	<b>23,458</b>	<b>26,452</b>	<b>335,549</b>	<b>343,742</b>	<b>266,866</b>
Men.....	9,385	10,012	12,792	228,426	237,319	186,599
Women.....	11,430	13,446	13,660	107,123	106,423	80,267

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	580,780	296,924	59,412	215,335	309,077	185,962	107,918
1957 (9 months).....	688,000	464,116	223,884	45,834	168,189	240,518	145,946	87,513
1958 (9 months).....	642,565	418,569	223,996	41,447	151,071	218,626	135,245	96,176

**TABLE D-6.—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2, TO SEPTEMBER 30, 1958**  
(SOURCE: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements			Placements			Placements			Placements			Placements			Placements		
	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out
<b>Agriculture</b> .....							238	118	8	289	542	483	767	2,345	4,651	16,561	7,996	3,840
<b>Forestry</b> .....							112	115	3	1	89	70	2,610	2,255	4	143	519	9
<b>Fishing and Trapping</b> .....							4	1	3				1	1		3	2	1
<b>Mining, Quarrying and Oil Wells</b> .....	8		2				65	75		3	12	8	631	450	64	897	580	14
Metal Mining.....	6			3	1		3	1			3	2	355	273		24	748	470
Fuel Mining.....				59	73	3	2				3	2	26	19		31	23	1
Non-Metal Mining.....				2			2						202	154	64	1	4	
Quarrying Clay and Sand Pits.....	2		2								3	1						
Prospecting.....				1			1				3		27	20		2	98	72
<b>Manufacturing</b> .....	114	23	69	1	279	243	1,441	1,054	181	51	686	487	15,944	12,036	430	25,727	18,847	407
Foods and Beverages.....	9	4	2		230	170	220	99	41	2	147	122	2,019	1,504	35	5,942	4,217	587
Tobacco and Tobacco Products.....							8	1	7				66	45		66	55	2
Rubber Products.....							2	2					138	98	19	322	266	5
Leather Products.....							5	2			8	4	784	579	2	441	326	1
Textile Products (except clothing).....	2	2					15		1				1,252	1,028	16	12	987	62
Clothing (textile and fur).....	1	1					2	13			59	73	4,580	3,391	17	14	1,787	368
Wood Products.....	6	2			20	20	72	62	8		77	65	983	807	34	7	1,469	263
Paper Products.....	65		64				9		3	1	67	59	766	583	62	2	1,303	789
Printing, Publishing and Allied Industries.....	2	2					28	13	7		22	14	463	305	38	4	1,488	390
Iron and Steel Products.....	5	1	3		4	2	502	368	89	36	158	80	1,234	1,032	45	17	4,246	515
Transportation Equipment.....	6	4			10	9	487	433	8	12	46	39	675	530	34	30	1,736	91
Non-Ferrous Metal Products.....							20	18			10	3	603	412	11	68	1,204	893
Electrical Apparatus and Supplies.....	2	1					15	12	2		1	1	688	436	5	2	1,090	130
Non-Metallic Mineral Products.....	13	6			2		44	28	12		59	22	354	301	14	1	990	720
Products of Petroleum.....							1				4	1	40	21			94	45
Chemical Products.....	3						7	3	3		3		608	454	36		1,279	815
Miscellaneous Manufacturing Industries.....							4				4	3	682	510	42	4	1,173	917



Construction.....	289	219	16	14	285	244	26	23	741	448	150	81	1,457	997	137	65	10,317	8,342	728	412	16,821	13,300	1,864	465	
	256	196	13	14	211	190	14	23	501	341	100	54	1,321	893	106	56	6,696	5,265	581	340	12,114	9,872	1,208	399	
	33	23	3	.....	74	54	12	.....	240	107	50	27	166	104	31	9	3,621	3,077	147	72	4,707	3,428	656	66	
	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Transportation, Storage and Communication.....	21	15	3	.....	111	27	86	1	248	75	157	23	271	170	58	13	4,455	1,162	3,136	6	3,979	1,839	1,851	19	
	9	5	3	.....	109	23	86	1	213	52	153	23	230	133	54	10	4,084	858	3,101	1	3,238	1,458	1,557	14	
	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	3	.....	15	10	1	.....	4	83	47	18	417	249	134	3	
	12	10	.....	.....	2	4	.....	.....	26	19	1	.....	26	27	3	.....	3	288	257	7	5	324	132	160	2
Public Utility Operation.....	2	.....	.....	.....	.....	.....	.....	.....	6	2	.....	.....	53	56	.....	.....	209	106	23	9	476	378	27	1	
	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Trade.....	119	75	24	.....	213	111	59	1	1,258	705	323	7	914	488	207	6	7,252	4,650	1,036	31	13,848	8,704	2,712	54	
	37	17	18	.....	45	29	17	.....	503	210	235	.....	306	134	125	4	2,638	1,626	493	12	4,975	2,984	1,216	21	
	82	58	6	.....	168	82	42	1	755	495	88	7	608	354	82	2	4,614	3,024	563	19	8,873	5,720	1,496	33	
	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Finance, Insurance and Real Estate.....	11	6	.....	.....	16	11	1	.....	131	110	5	2	165	79	4	.....	1,018	670	40	2	1,887	1,197	108	2	
	491	223	54	.....	490	269	140	1	2,482	1,440	760	51	1,839	787	558	17	16,156	8,874	4,262	209	27,518	15,110	6,985	156	
Service.....	Community or Public Service.....	20	10	5	48	36	9	1	169	95	25	.....	148	91	24	.....	.....	933	690	46	15	2,143	1,391	208	11
	Government Service.....	332	165	5	93	85	6	.....	676	663	79	47	235	225	18	12	1,302	1,275	25	98	3,215	2,449	419	16	
	Recreation Service.....	15	3	.....	28	2	26	.....	136	14	104	.....	186	26	128	.....	.....	843	260	428	1	1,989	1,076	759	5
	Business Service.....	13	7	.....	11	8	1	.....	92	53	9	.....	70	41	15	.....	.....	1,262	710	351	5	2,236	1,378	184	36
	Personal Service.....	121	38	44	310	138	98	.....	1,409	615	543	4	1,200	404	373	5	11,816	5,939	3,412	90	17,955	8,816	5,405	85	
	Totals.....	1,053	563	168	15	2,694	1,253	363	6,726	4,143	1,596	508	5,978	3,625	1,085	2,482	62,641	39,343	12,078	5,892	108,236	68,487	20,421	1,976	
	Men.....	778	416	159	15	1,827	695	237	4,486	2,843	1,129	509	3,995	2,552	795	1,794	39,735	25,410	8,635	4,881	70,648	44,566	13,711	1,727	
Women.....	275	147	9	777	558	166	.....	2,346	1,296	461	8	1,982	1,072	290	688	22,906	13,933	3,443	921	37,588	23,951	5,704	249		

<sup>1</sup> Current and deferred vacancies reported during the period.

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2, TO SEPTEMBER 30, 1935**  
(SOURCE: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Reg- ular	Cas- ual
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual		
<b>Agriculture</b> .....	656	458	40	2	1,802	1,331	19	36	3,646	2,955	108	35	23,303	2,123	20,920	2	52,006	27,341	16,459	8,160
<b>Forestry</b> .....	4	22			15	9	1		179	155	11		1,806	1,364	255	38	5,334	4,524	233	198
<b>Fishing and Trapping</b> .....	7		7		1					1			11	7	2		28	12	12	1
<b>Mining, Quarrying and Oil Wells</b> .....	218	153	1	63	139	88	5	12	990	589	19	3	120	85	13	18	3,010	2,058	120	211
Metals Mining.....	177	116		62				3	65	24		2	73	47	7	17	1,430	933	8	218
Fuels.....					100	71	5	9	686	429	13		24	19	4		888	636	23	12
Non-Metal Mining.....	9	8			39	2		3	30	29	2		13	12	2		240	183	66	2
Quarrying, Clay and Sand Pits.....					8				3				2				189	133	15	8
Prospecting.....	23	21	1	1	22	9			172	108	4	1	5	5			253	173	8	1
<b>Manufacturing</b> .....	3,260	1,973	715	9	835	562	140	3	2,546	1,618	515	4	6,354	5,092	609	43	57,186	41,905	5,819	806
Foods and Beverages.....	494	291	142		409	287	77		580	310	201	1	1,877	1,424	316	6	11,567	8,498	1,470	218
Tobacco and Tobacco Products.....									6	1			20	19			166	377	45	1
Rubber Products.....	9	10				2			7	15			14	8			403	377	45	4
Leather Products.....	43	22	7		1				15	3			47	26			1,303	946	31	4
Textile Products (except clothing).....	55	35	6						15	13			47	26			2,382	1,902	95	46
Clothing (textile and fur).....	688	459	58		40	27	1		77	65			190	145	1		7,426	5,542	110	25
Wood Products.....	410	202	145		83	55	17		249	157	35	1	2,847	2,453	97	18	6,216	4,908	604	43
Paper Products.....	109	82	17		5	4			47	38	4		207	171	7	8	2,478	1,726	435	25
Printing, Publishing and Allied Industries.....	248	117	85		44	29	10	1	73	37	16		183	98	50		2,564	1,483	596	13
Iron and Steel.....	551	338	148	8	72	53	17	1	627	396	165	2	207	144	15	4	7,006	5,512	1,020	163
Transportation Equipment.....	116	77	8		53	31	1		229	159	5		286	198	30	2	3,644	2,875	178	95
Non-Ferrous Metal Products.....	51	39			4				57	44	7		157	106	23	3	2,105	1,515	157	87
Electrical Apparatus and Supplies.....	60	46	1		1	1		1	46	38	1		34	21	4		2,537	1,859	117	55
Non-Metallic Mineral Products.....	129	59	63		78	53	7		307	231	20		140	97	35	1	2,116	1,519	306	8
Products of Petroleum and Coal.....	27	15	5		18	9			30	12			41	30	2		255	133	20	4
Chemical Products.....	161	93	50		18	5	10		153	82	55		41	29	4		2,273	1,481	474	4
Miscellaneous Manufacturing Industries.....	129	88	10	1	6				42	23	5		54	25	12		2,094	1,572	152	10
<b>Construction</b> .....	2,811	2,305	158	72	2,470	1,768	289	79	4,235	3,106	457	18	2,788	1,936	510	60	42,244	32,665	4,315	1,289
General Contractors.....	2,186	1,815	89	68	1,702	1,276	139	69	2,852	2,168	237	16	2,087	1,486	381	51	30,016	23,502	2,898	1,090
Special Trade Contractors.....	625	490	69	4	768	492	130	10	1,383	938	220	2	701	450	129	9	12,228	9,163	1,447	199
<b>Transportation, Storage and Communication</b> .....	1,046	607	185	35	609	327	158	86	1,167	758	218	2	913	670	211	6	12,890	5,656	6,033	191
Transportation.....	899	521	120	35	477	274	114	86	1,088	612	141	1	790	593	157	1	10,837	4,501	5,486	172
Storage.....	145	60	64		105	38	44		155	68	75		69	35	53		1,028	514	352	4
Communication.....	32	26	1		27	15			124	78	2		94	67	1		955	635	175	15

Public Utility Operation.....	118	88	5	94	74	.....	234	198	7	127	78	12	.....	1,317	982	74	10
<b>Trade.....</b>	<b>3,734</b>	<b>1,562</b>	<b>1,528</b>	<b>2</b>	<b>2,130</b>	<b>1,118</b>	<b>677</b>	<b>1</b>	<b>4,821</b>	<b>2,358</b>	<b>1,413</b>	<b>5</b>	<b>4,591</b>	<b>38,880</b>	<b>22,391</b>	<b>9,195</b>	<b>116</b>
Wholesale.....	1,871	804	806	.....	768	367	326	1	2,100	1,004	899	2	1,619	14,862	8,205	4,440	46
Retail.....	1,863	758	722	2	1,362	751	351	.....	2,721	1,354	514	3	2,972	24,018	14,126	4,755	70
<b>Finance, Insurance and Real Estate.....</b>	<b>357</b>	<b>258</b>	<b>21</b>	<b>.....</b>	<b>264</b>	<b>196</b>	<b>13</b>	<b>.....</b>	<b>605</b>	<b>407</b>	<b>23</b>	<b>1</b>	<b>712</b>	<b>5,104</b>	<b>3,351</b>	<b>253</b>	<b>7</b>
<b>Service.....</b>	<b>5,312</b>	<b>2,125</b>	<b>2,228</b>	<b>8</b>	<b>4,578</b>	<b>1,631</b>	<b>2,036</b>	<b>41</b>	<b>8,910</b>	<b>3,475</b>	<b>3,640</b>	<b>38</b>	<b>10,526</b>	<b>78,294</b>	<b>40,701</b>	<b>22,641</b>	<b>553</b>
Community or Public Service.....	561	312	74	.....	409	237	85	21	687	407	53	17	749	3,765	2,054	584	72
Government Service.....	677	658	11	3	364	309	34	2	1,277	1,075	50	3	1,853	8,450	4,964	191	191
Recreation Service.....	245	37	253	.....	169	32	93	12	147	73	63	.....	172	1,612	1,905	19	19
Business Service.....	691	274	336	1	1,111	109	953	1	1,853	502	1,483	.....	2,473	9,812	5,087	3,571	45
Personal Service.....	3,138	844	1,554	4	2,517	944	871	5	4,946	1,418	1,991	17	5,279	48,671	21,787	15,617	226
<b>Totals.....</b>	<b>17,523</b>	<b>9,551</b>	<b>4,918</b>	<b>191</b>	<b>12,929</b>	<b>7,154</b>	<b>3,318</b>	<b>258</b>	<b>27,382</b>	<b>15,620</b>	<b>6,411</b>	<b>106</b>	<b>51,251</b>	<b>296,293</b>	<b>170,928</b>	<b>76,106</b>	<b>11,572</b>
Men.....	10,764	6,538	2,680	189	8,997	5,097	2,531	239	17,848	11,319	4,376	84	21,098	183,171	111,632	43,750	9,640
Women.....	6,759	2,993	2,238	2	3,932	2,057	787	19	9,534	4,301	2,035	22	21,153	113,052	59,296	30,556	1,932

<sup>1</sup> Current and deferred vacancies reported during the period.



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
SEPTEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.7	.....	19,910	423,903
Prince Edward Island.....	0.7	.....	2,938	54,107
Nova Scotia.....	12.6	.....	52,887	1,110,784
New Brunswick.....	7.8	.....	32,854	652,654
Quebec.....	69.1	.....	290,283	6,077,028
Ontario.....	84.9	.....	356,532	7,625,498
Manitoba.....	6.6	.....	27,820	531,453
Saskatchewan.....	3.3	.....	13,698	259,709
Alberta.....	7.0	.....	29,507	596,218
British Columbia.....	27.3	.....	114,452	2,522,713
Total, Canada, September 1958.....	224.0	.....	940,861	19,854,067
Total, Canada, August 1958.....	223.2	.....	937,477	19,491,443
Total, Canada, September 1957.....	166.0	.....	663,958	13,809,589

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION AND SHOWING  
THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, SEPTEMBER 30, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	September 30, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	282,587	NOT AVAILABLE							27.4	226,530
Male.....	196,514								28.1	163,433
Female.....	86,073								25.9	63,097
Excluding.....T.	259,946	90,857	28,356	38,737	26,581	18,548	13,864	43,003	26.7	209,774
Prairie.....M.	182,855	69,928	20,816	28,056	17,468	11,187	8,553	26,847	27.0	152,718
Provinces.....F.	77,091	20,929	7,540	10,681	9,113	7,361	5,311	16,156	26.0	57,056
Newfoundland.....	6,376	2,146	826	995	596	362	313	1,138	62.0	4,986
Male.....	5,510	1,980	737	890	489	267	252	895	64.0	4,425
Female.....	866	166	89	105	107	95	61	243	49.9	561
Prince Edward Island....	802	181	89	121	144	96	45	126	61.3	729
Male.....	515	124	55	76	95	56	33	76	69.5	517
Female.....	287	57	34	45	49	40	12	50	46.7	212
Nova Scotia.....	17,812	8,871	1,151	1,916	1,289	939	865	2,781	24.4	10,194
Male.....	15,046	8,180	892	1,543	940	674	682	2,135	22.6	8,178
Female.....	2,766	691	259	373	349	265	183	646	34.5	2,016
New Brunswick.....	9,340	2,603	1,044	1,573	1,052	777	641	1,650	47.6	9,345
Male.....	6,979	2,095	783	1,234	712	509	462	1,184	49.5	7,477
Female.....	2,361	508	261	339	340	268	179	466	41.8	1,868
Quebec.....	87,718	28,596	9,507	13,931	9,972	6,580	4,981	14,151	26.9	62,650
Male.....	61,281	21,246	7,143	10,265	6,817	4,013	3,052	8,745	28.3	43,610
Female.....	26,437	7,350	2,364	3,666	3,155	2,567	1,929	5,406	23.6	19,040
Ontario.....	103,857	37,226	11,688	14,911	9,681	7,198	5,272	17,881	23.9	96,704
Male.....	69,613	28,045	8,284	10,157	5,731	3,983	2,890	10,523	22.6	69,961
Female.....	34,244	9,181	3,404	4,754	3,950	3,215	2,382	7,358	26.5	26,743
Manitoba.....	8,217	.....	.....	.....	.....	.....	.....	.....	23.7	6,410
Male.....	4,820	.....	.....	.....	.....	.....	.....	.....	28.5	3,736
Female.....	3,397	.....	.....	.....	.....	.....	.....	.....	16.8	2,674
Saskatchewan.....	4,501	NOT AVAILABLE							42.3	2,915
Male.....	2,594								50.8	1,707
Female.....	1,907								30.7	1,208
Alberta.....	9,923								34.2	7,431
Male.....	6,245								40.0	5,272
Female.....	3,678								24.2	2,159
British Columbia.....	34,041	11,234	4,051	5,290	3,847	2,596	1,747	5,276	25.5	25,166
Male.....	23,911	8,258	2,922	3,891	2,684	1,685	1,182	3,289	26.3	18,550
Female.....	10,130	2,976	1,129	1,399	1,163	911	565	1,987	23.8	6,616

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
SEPTEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,266	2,097	1,169	3,274	1,896	1,358	1,088
Prince Edward Island.....	298	175	123	257	178	79	67
Nova Scotia.....	13,740	3,102	10,638	13,789	12,528	1,261	1,454
New Brunswick.....	4,286	2,605	1,681	4,276	3,033	1,243	1,044
Quebec.....	42,314	24,457	17,857	39,924	30,682	9,242	9,624
Ontario.....	61,566	34,713	26,853	59,866	47,148	12,718	16,043
Manitoba.....	4,386	2,586	1,800	4,179	3,033	1,146	930
Saskatchewan.....	2,341	1,473	868	2,033	1,460	573	642
Alberta.....	6,026	3,299	2,727	5,602	4,191	1,411	1,727
British Columbia.....	19,333	11,586	7,747	18,136	12,985	5,151	5,625
Total, Canada, September 1958	157,556	86,093	71,463	151,336	117,134	34,202	38,244
Total, Canada, August 1958....	133,690	74,931	64,759	140,654	111,836	28,818	32,024
Total, Canada, September 1957	124,949	71,959	52,990	122,026	98,092	23,934	31,940

\* In addition, revised claims received numbered 23,062.

† In addition, 23,029 revised claims were disposed of. Of these, 1,820 were special requests not granted and 1,128 were appeals by claimants. There were 3,434 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOY-  
MENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1958—September.....	3,986,500	3,691,900	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF OCTOBER 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1957	September 1958	October 1958					
( <sup>1</sup> ) St. John's, Nfld.....	109.9	112.5	112.7	110.0	114.2	103.6	108.4	123.9
Halifax.....	120.6	123.1	123.7	117.6	131.5	114.9	126.5	131.8
Saint John.....	123.3	125.7	126.2	120.9	135.4	116.7	122.5	137.6
Montreal.....	123.3	126.1	126.6	127.5	142.9	107.3	118.7	132.1
Ottawa.....	125.0	125.7	126.4	123.2	145.8	111.8	119.2	132.3
Toronto.....	126.7	128.7	128.9	122.3	153.9	113.4	121.0	134.6
Winnipeg.....	120.9	123.3	123.5	122.1	130.4	115.5	117.9	129.5
Saskatoon—Regina.....	121.0	123.0	123.1	123.1	121.5	118.7	123.2	126.1
Edmonton—Calgary.....	120.6	121.8	122.4	120.2	125.1	115.7	121.0	128.5
Vancouver.....	123.8	126.0	126.7	124.3	137.6	114.5	128.3	130.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(<sup>1</sup>) St. John's Index on the base June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-OCTOBER 1957-1958 (a)**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
<b>1958</b>						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	30,900	46,944	496,780	0.49
October.....	19	48	2,052	40,037	828,890	0.83
Cumulative Totals.....	227		94,991		2,331,490	0.24
<b>1957</b>						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
October.....	22	48	9,337	14,107	128,275	0.13
Cumulative Totals.....	227		77,480		1,335,120	0.14

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS OCTOBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out			Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-days					
			October	Accumulated				
In Progress Prior to October 1958								
MINING— Canadian Gypsum Co., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, C.L.C.	176(b)	4,575	81,925	Oct. 31 1957	.....	Wages, hours, union security and fringe benefits.	.....
	International Nickel Company of Canada, Sudbury, Fort Colborne, Ont.	11,000	247,000	287,000	Sept. 24	.....	Wages, fringe benefits and other contract changes.	.....
MANUFACTURING— <i>Food and Beverages—</i> A. Keith and Sons, and Oland and Sons, Halifax, N.S.	International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/C.L.C.	162	3,550	8,140	Aug. 21	.....	Wages and union shop.	.....
<i>Clothing—</i> Gotham Hosiery, St. Hyacinthe, Que.	Association des Employes du Bas Faconne de St. Hyacinthe, CCCL.	272(c)	4,125	4,945	Sept. 26	Oct. 22	Seniority rights and grievance procedure.	Salary adjustment for certain groups, new seniority clause and grievance formula.
<i>Iron and Steel Products—</i> Steel Company of Canada, Hamilton, Ont.	United Steelworkers of America, No. 1005, AFL-CIO/C.L.C.	8,077(d)	177,690	468,460	Aug. 11	.....	Wages.	.....
Fittings Limited, Oshawa, Ont.	United Steelworkers of America, No. 1817, AFL-CIO/C.L.C.	531	6,900	17,055	Sept. 4	Oct. 21	Wages, seniority benefits and a wage study plan.	Seventeen cent wage increase in four stages.
Hamilton Gear and Machine, Toronto, Ont.	International Molders and Foundry Workers of North America, No. 28, AFL-CIO/C.L.C.	117	1,990	2,810	Sept. 22	Oct. 27	Wages and fringe benefits.	Three per cent wage increase.
<i>Transportation Equipment—</i> Davie Shipbuilding, Lauzon, Que.	National Metal Trades Federation, CCCL.	1,790	21,480	80,420	Aug. 18	Oct. 20	Wages, hours and seniority.	Increased wages, seniority rights and fringe benefits.

<i>Chemical Products—</i> Canadian Industries, Edmonton Alta.	Oil, Chemical and Atomic Workers International Union, No. 16-666, AFL- CIO/CLC.	184	185	3, 080	Sept. 3	Oct. 2	Wages, union security and sen- iority.	Increased wages, improv- ed shift premiums, ten minute rest period.
	Operative Plasterers' and Ce- ment Masons' International Association No. 598, AFL- CIO/CLC, and other Build- ing Trades Unions.	15, 000	330, 000	447, 450	Sept. 11		Starting time and shift premium	
<b>Commencing in October, 1958</b>								
<b>MINING—</b> Cumberland Railway & Coal Co., Springhill, N.S.	United Mine Workers of Am- erica, No. 4514.	250	750	750	Oct. 2	Oct. 6	Pay for waiting time on long- wall operation.	Return of workers.
	Syndicat des Journalistes de Montreal, CCOL.	337 (e)	4, 255	4, 255	Oct. 2	Oct. 15	Leave of absence for one em- ployee elected to full-time union post.	Leave of absence granted.
<b>MANUFACTURING—</b> <i>Printing and Publishing—</i> La Presse, Montreal, Que.	United Steelworkers of Am- erica, No. 5375, AFL-CIO/ CLC.	213	3, 195	3, 195	Oct. 10		Wages.	
	Non-Ferrous Metal Products— Deloro Smelting and Re- fining Co., Deloro, Ont.	202	805	805	Oct. 1	Oct. 7	Wages.	Ten cents hourly in- crease retroactive to September 1958, re- classification of certain jobs.
<b>SERVICE—</b> Corporation of the City of Windsor, Windsor, Ont.	National Union of Public Employees No. 82, CLC.	197	395	395	Oct. 2	Oct. 6	Wages.	Payment of \$150.00 pen- ding job evaluation.
	Corporation of the City of Windsor, Windsor, Ont.	300	1, 050	1, 050	Oct. 3	Oct. 8	Wages and fringe benefits.	Increased wages, improv- ed fringe benefits and vacations.
<b>CONSTRUCTION—</b> Toronto Builders Exchange, Toronto, Ont.	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 206, AFL-CIO/CLC.							
	Greater Winnipeg Hotel Kee- pers Association, Winnipeg, Man.							

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
(b) 43 indirectly affected; (c) 25 indirectly affected; (d) 378 indirectly affected; (e) 333 indirectly affected.



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